

## **Alabama 2021 APSR – Addendum 1**

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**Alabama Department of Human Resources  
Foster & Adoptive Parent Diligent Recruitment Plan  
2021 APSR**

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## State Recruitment Plan

**NOTE: Updates are shown in bold font.**

### Goal 1:

Identify the population characteristics of the children needing fostering in Alabama.

- Older youth (those youth over the age of 10);
- Children with a history of chronic emotional neglect, physical and sexual trauma;
- Children with history or exposed to drugs and alcohol at birth;
- Youth with special needs (ex. Autism; IDD);
- Children with a history of poor nutrition/healthcare needs (those children who have not been seen by doctor or behind on shots and require more doctor appointments to “catch” up as well as pre-existing medical needs that had not been resolved-supposed to have follow up appointments that were not made);
- Children who are routinely redirected (those children who have trauma related to abuse or neglect that have a difficult time adjusting to being in a stable home).

**Objective 1:** Collaborate with the Office of Data Analysis to produce reports to provide accurate statistics of the current population of foster children. **Reports are used during SDHR FC consultant quarterly visits with counties to discuss trends and strategies to improve recruitment. Reports are also used to compile information for special projects as well as used in stakeholder groups.**

**Objective 2:** Produce quarterly reports of barriers to foster care placement from County DHR offices. **These reports can be used to discuss barriers and strategize around solutions to these barriers.**

**Objective 3:** Develop/implement recruitment activities for the characteristics of children needing fostering in Alabama. **Counties provide recruitment plans yearly to the state office to report on plans for the upcoming year as well as what has been completed in the past year.**

### Goal 2:

Identify strategies to reach out to all parts of the community.

**Objective 1:** Collaborate with state LGBTQ organization to increase the awareness for fostering LGBTQ and other children in Alabama. **A SDHR FC consultant has been identified to collaborate and to provide resources, training and support to assist with this population of foster care youth.**

**Objective 2:** Collaborate with state Hispanic organizations to increase awareness of fostering in Alabama. **Collaboration letters have been mailed to the Alabama Hispanic Association.**

<b>Objective 3:</b>	Identify leaders within local ethnic/racial groups to increase collaboration. <b>Letters have been mailed to Human Rights Campaign of Alabama. Letters have been mailed to Asha Kiran of North Alabama.</b>
<b>Objective 4:</b>	Expand Wendy's Wonderful Kids Recruiters in Alabama to recruit for older teens and sibling groups. <b>WWK Grant managers have asked that this item is tabled at this time.</b>
<b>Objective 5:</b>	Collaborate with One Child, One Church to increase African American participation in fostering/adoption. <b>OCOC concept-related program registration has been submitted for Alabama.</b>
<b>Objective 6:</b>	Delegate workforce (staff) with job duties, R/Rs specific to recruitment training and retention of foster care providers. <b>SDHR FC consultants have compiled a list of resource workers and supervisors and training is being designed around recruitment for these worker and supervisors.</b>
<b>Objective 7:</b>	Delegate staff to partner with the faith-based community and other community agencies that work with children needing placement. <b>This is reported on the county recruitment plans that are submitted to the state office and discussed during quarterly visits between the county and FC consultant. County staff delegate workers to attend churches in their community in efforts to recruit potential foster parents. FC program manager has met with staff from Church of the Highlands to collaborate on foster parent recruitment.</b>
<b>Goal 3:</b>	
Diverse methods of disseminating both general information about being a foster/adoptive parent and child specific information.	
<b>Objective 1:</b>	Continue to promote fostering by TV and radio broadcasting partnerships. <b>There have been several TV and radio spots that SDHR staff have been a part of to raise awareness about the need for foster/adoptive parents.</b>
<b>Objective 2:</b>	Promote fostering through Web advertising from current partners. <b>SDHR has collaborated with several agencies to raise awareness for the need for foster/adoptive parents through their websites.</b>
<b>Objective 3:</b>	Delegate trained SDHR staff to communicate and disseminate foster/adoptive parent and child specific information to the public via all safe social media outlets managed by delegated SDHR staff. <b>The Office of Foster Care continues to assist with this task.</b>
<b>Objective 4:</b>	Develop/implement a SDHR recruitment website managed delegated SDHR staff that will announce and capture statewide recruitment activities throughout the year. The website will announce and capture statewide recruitment activities throughout the year by working closely with county offices to ensure local community based recruitment/retention activities are received and disseminated timely to the public. <b>This item has been tabled for now.</b>
<b>Goal 4:</b>	
Strategies for assuring that all prospective foster/ adoptive parents have access to agencies that license/approve foster/adoptive parents, including location and hours of services so that the agencies can be accessed by all members of the community.	
<b>Objective 1:</b>	Develop/implement recruiting documents that include the location, dates, times of TIPS classes. <b>Revised TIPS class information is being gathered to accommodate COVID-rescheduling.</b>

<b>Objective 2:</b>	Collaborate with licensed foster parents and agencies to identify community partners to increase recruiting efforts. <b>A state DHR FC consultant has been identified to partner with AFAPA and county foster parent associations to collaborate on joint recruitment efforts.</b>
<b>Objective 3:</b>	See Goal 3, Objective 4.
<b>Goal 5:</b>	
Strategies for training staff to work with diverse communities including cultural, racial, and socio-economic variations.	
<b>Objective 1:</b>	Provide additional training to foster families and staff concerning issues fostering LGBTQ children. <b>Webinars will be provided by our current partners as well as a session identified during the Annual AFAPA Foster Parent conference.</b>
<b>Objective 2:</b>	Provide additional training to foster families and staff concerning issues fostering children from diverse cultures (i.e., Hispanic, Latino, Native American, etc.). <b>A meeting has been scheduled with staff from Asha Kiran of North Alabama to provide cultural diversity training to foster parents. SDHR FC program manager has been in contact with members of the Poarch Creek Indians to collaborate on foster parent recruitment.</b>
<b>Objective 3:</b>	Provide cultural sensitivity training to foster/adoptive parents and staff. <b>This session will be provided at the AFAPA Annual FP conference.</b>
<b>Objective 4:</b>	Partner with county offices by working with delegated recruitment staff to identify diverse training sites/locations within communities (i.e., beauty salons, barber shops, places of worship, Wal-Mart, etc.). <b>This is an ongoing project within the Office of Foster Care.</b>
<b>Goal 6:</b>	
Strategies for dealing with linguistic barriers.	
<b>Objective 1:</b>	Collaborate with state Hispanic organizations to increase awareness of fostering. <b>Collaboration letters have been mailed to Alabama Hispanic Association.</b>
<b>Objective 2:</b>	Provide pamphlets and other information in Spanish and other identified languages. <b>This has been completed in Spanish and is provided at county offices as well as in the community. Available through our online Statewide warehouse supply ordering.</b>
<b>Objective 3:</b>	Provide Spanish language radio spots. <b>Current contract with (ABA)- Alabama Broadcasters Association.</b>
<b>Objective 4:</b>	Provide Spanish language lessons face-to-face or online for foster parents.
<b>Objective 5:</b>	Continue to remove language barriers by offering language translation services. <b>This is continuing to be utilized by county staff and discussed during quarterly visits between counties and SDHR FC consultants.</b>
<b>Objective 6:</b>	Partner with DHR local offices to identify language barriers. <b>This is being discussed during quarterly visits between the SDHR FC consultants and counties.</b>
<b>Objective 7:</b>	The Department will explore more resources as it relates to non-English/Spanish cultures, identify what needs the counties have in this area and explore more language assistance for needed populations within the State.

	<b>Resources are being explored through both state office staff as well as county offices. When new resources are found in a community they are being utilized by the county.</b>
<b>Objective 8:</b>	The Department will continue contracts for face-to-face and telephone interpreter services for non-English speaking individuals to remove language barriers. The telephone service is available 24 hours a day 7 days a week. <b>Contract continues to be in place with Language Assistance.</b>
<b>Goal 7:</b>	
Alabama DHR has a non-discriminatory fee structure (e.g., there are no fees related to foster parents initial training as well as ongoing training to maintain their license. This includes CPR as well as water safety).	
<b>Objective 1:</b>	Alabama DHR offers non fee services to prospective family (i.e.TIPS). <b>This will continue to be publicized during media spots as well as through county offices and calls through the intake line requesting information about fostering.</b>
<b>Goal 8:</b>	
Procedures for a timely search for prospective parents for a child needing an adoptive placement, including the use of exchanges and other interagency efforts, provided that such procedures ensure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.	
<b>Objective 1:</b>	Children will continue to have photos and biographical information on AdoptUSKids and Alabama Heart Gallery Web sites for prospective adoptive parents to review. <b>Statewide training was held for all FC workers/supervisors and this was discussed to ensure that was being completed and updated.</b>
<b>Objective 2:</b>	Develop/implement monitoring methods to ensure placements are not delayed based on race or ethnicity, and that all prospective adoptive parents are considered equally. Address any issues that are identified.
<b>Goal 9:</b>	
Ensure all jurisdictions are applying standards equally to all provisionally licensed and/or approved foster homes throughout the state.	
<b>Objective 1:</b>	Ensure provisionally licensed foster homes approvals are completed in compliance with state policy by obtaining queries from the Office of Data Analysis and training county resource workers regarding data entry for providers. (ERD REPORTS PVDR210A, PVDR220, PVDR230) <b>Available through ERD reporting.</b>
<b>Objective 2:</b>	Ensure that requirements for foster parents' continuing education are met by obtaining queries from the Office of Data Analysis and training county resource workers regarding data entry for providers. (ERD REPORTS PVDR210A, PVDR220, PVDR230) <b>Available through ERD reporting.</b>
<b>Goal 10:</b>	
Ensure that home study requests from other states are processed timely.	
<b>Objective 1:</b>	Collaborate with the Office of Data Analysis and ICPC to ensure home studies are captured in FACTS appropriately. <b>FC consultants are periodically ensuring that this is being captured by reviewing these cases.</b>

<b>Objective 2:</b>	Review queries to ensure all pending home study requests are processed timely. (ERD REPORT FMSV030). <b>FC consultants are periodically ensuring that this is being captured by reviewing these cases.</b>
<b>Goal 11:</b>	
Ensure all counties are trained in the use of market segmentation data.	
<b>Objective 1:</b>	FSD will develop/implement a plan for the remaining counties who have not received training. <b>This item is being tabled at this time.</b>
<b>Goal 12:</b>	
Ensure the safety of children in foster/adoptive placements.	
<b>Objective 1:</b>	SDHR will ensure county staff are trained and follow policy/procedures for reporting safety concerns of foster/adoptive children in their placements. <b>FC consultants provided training to all FC workers/supervisors to ensure that foster children are safe in foster homes.</b>

**ADDENDUM NOTE TO THE STATE DILIGENT RECRUITMENT PLAN**

COVID had an impact on training needed for foster/adoptive parents. As of August 2020, counties are providing training again. Below you will find a summary of why there was not as much growth as expected in some areas:

- Families opt out once they learn of the requirements to become licensed
- Families did not meet policy guidelines
- Families inquire but did not respond back
- Changes in family dynamics (such as pregnancy, marital problems, caring for relatives, becoming grandparents, divorce)
- Repairs needed to meet Minimum Standards
- Families complete training, but do not follow through on the licensing requirements
- Staff turnover

FY 2019 Status:

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2019	TIPS PARTICIPANTS	NEW FOSTER HOMES
1	Autauga	16	11	4
2	Baldwin	25	4	4
3	Barbour	16	6	4
4	Bibb	21	15	11
5	Blount	22	11 families	11
6	Bullock	14	2	0
7	Butler	4	3	3
8	Calhoun	52	41 TIPS and 5 families for Deciding Together	6 (14 provisional)
9	Chambers	32	24	10
10	Cherokee	15	8 families for TIPS and 3 families for Deciding Together	10
11	Chilton	74	41	28
12	Choctaw	7	2	2
13	Clarke	2	0	1
14	Clay	8	0	1
15	Cleburne	3	0	0
16	Coffee	13	5	3
17	Colbert	67	30	20
18	Conecuh	39	11	14
19	Coosa	12	0	0
20	Covington	56	18	9
21	Crenshaw	3	1	1
22	Cullman	46	19	11

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2019	TIPS PARTICIPANTS	NEW FOSTER HOMES
23	Dale	10	9	2
24	Dallas	42	18	4
25	DeKalb	32	27	21
26	Elmore	33	16	9
27	Escambia	4	5	2
28	Etowah	47	37	18
29	Fayette	8	15	4
30	Franklin	16	8	8
31	Geneva	18	4 (2 had prior training)	6
32	Greene	3	0	0
33	Hale	3	0	0
34	Henry	2	4	2
35	Houston	37	28	24
36	Jackson	91	57	23
37	Jefferson	102	88	64
38	Lamar	4	1	1
39	Lauderdale	36	32	9
40	Lawrence	3	1	0
41	Lee	34	27	22
42	Limestone	15	11	10
43	Lowndes	2	0	1
44	Macon	5	1	1
45	Madison	120	82	61
46	Marengo	23	11	4
47	Marion	5	1	1
48	Marshall	60	20 families	
49	Mobile	82	64	42
50	Monroe	12	3	1
51	Montgomery	40	10	13 initial approvals
52	Morgan	43	37	6
53	Perry	3	2	1
54	Pickens	11	0	0

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2019	TIPS PARTICIPANTS	NEW FOSTER HOMES
55	Pike	2	4	2
56	Randolph	6	10	2
57	Russell	26	22	19
58	St. Clair	59	19	15
59	Shelby	42	31	24
60	Sumter	3	0	0
61	Talladega	29	14	15
62	Tallapoosa	24	14	11
63	Tuscaloosa	92	67	24
64	Walker	73	17	19
65	Washington	9	2	0
66	Wilcox	6	1	0
67	Winston	43	16	8

**COUNTY PLANS**

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
1	Autauga		<p>Submitted by Onya Johnson, 5/18/2020</p> <p>Speaking engagements at local churches and with the local pastors of the Baptist association was held.</p>
2	Baldwin	<p>Submitted by Kristina Green, 5/14/20 BALDWIN COUNTY DHR FOSTER PARENT RECRUITMENT PLAN 2019</p> <p>The following resources will be utilized in recruiting foster parents for the Baldwin County Department of Human Resources. The program supervisor, resource supervisor, and resource worker will work on recruitment for foster parents in Baldwin County.</p> <p>1) Radio/TV Broadcasting –</p> <ul style="list-style-type: none"> <li>• Contact local radio/tv stations to present the need for foster parents in Baldwin County (WBHY, WYCT, WBZR, WHEP, WABF, WNGI Cumulus Media, Goforth Media, Archangel Communications (Radio); WJTC, WHBR, WKRG, WEAR, WPMI, WALA, WFNA, Local 15, Coast 360 Television (TV Stations))</li> <li>• Provide local radio stations to do public service announcements about the need for foster and adoptive parents &amp; upcoming TIPS classes</li> <li>• Look for opportunities for resource staff to participate in interviews regarding recruitment</li> </ul> <p>2) Newspapers/Local Magazines/Other Written Media –</p> <ul style="list-style-type: none"> <li>• Contact local newspapers/sales papers to request they run monthly ad to share the need for foster and adoptive parents and who to contact for more information (Gulf Coast Newspaper, Independent, Mobile Press Register, The Islander, Baldwin Times, Daphne</li> </ul>	<p>Submitted by Kristina Green, 5/14/20</p> <p>Baldwin County completed the below:</p> <p>1.Churches and other Religious Organizations</p> <ul style="list-style-type: none"> <li>•Contact local churches to schedule speaking engagements to various church groups/organizations</li> <li>•Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p>2. Back –to-School Bash, Christmas Fest, Strawberry Festival, Arts and Crafts Festival, Hot Air Balloon Festival, Other Community Resources</p> <ul style="list-style-type: none"> <li>•Contact the above listed festival coordinators regarding setting up an informational booth at their festivals</li> </ul> <p>3. Current Foster Parents</p> <ul style="list-style-type: none"> <li>•Contact current foster parents and utilize them in the above listed recruitment efforts.</li> </ul>

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		<p>Bulletin, Atmore Advance, Mullett Wrapper, On-Looker, Eastern Shore Parents)</p> <ul style="list-style-type: none"> <li>• Contact local newspapers/sales papers to see their willingness to advertise the upcoming TIPS classes in their community announcements</li> </ul> <p>3) Churches and other Religious Organizations</p> <ul style="list-style-type: none"> <li>• Contact local churches to schedule speaking engagements to various church groups/organizations</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p>4) Back –to-School Bash, Christmas Fest, Strawberry Festival, Arts and Crafts Festival, Hot Air Balloon Festival, Other Community Resources</p> <ul style="list-style-type: none"> <li>• Contact the above listed festival coordinators regarding setting up an informational booth at their festivals</li> </ul> <p>5) Current Foster Parents</p> <ul style="list-style-type: none"> <li>• Contact current foster parents and utilize them in the above listed recruitment efforts.</li> <li>• Try to have a foster parent and staff member attend all above referenced recruitment activities.</li> <li>• Program supervisor and/or Resource Supervisor will attend FAPA meetings as requested by foster parents and provide information to them at that time.</li> <li>• DHR staff will return phone call inquiries timely and update interest lists.</li> </ul> <p>6) DHR Staff</p> <ul style="list-style-type: none"> <li>• Will collaborate with other agencies such as APAC and therapeutic programs to encourage recruitment efforts and raise awareness</li> <li>• Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application process</li> <li>• Make sure staff is informed of TIPS dates/times</li> </ul>	<ul style="list-style-type: none"> <li>•Try to have a foster parent and staff member attend all above referenced recruitment activities.</li> <li>•Program supervisor and/or Resource Supervisor will attend FAPA meetings as requested by foster parents and provide information to them at that time.</li> <li>•DHR staff will return phone call inquiries timely and update interest lists.</li> </ul> <p>4. DHR Staff</p> <ul style="list-style-type: none"> <li>•Will collaborate with other agencies such as APAC and therapeutic programs to encourage recruitment efforts and raise awareness</li> <li>•Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application process</li> <li>•Make sure staff is informed of TIPS dates/times</li> </ul>
3	Barbour	<p>Submitted by: Juanita Smith, 5/12/2020</p> <ul style="list-style-type: none"> <li>• Recruitment Signs Displayed throughout community (#50 signs,3 large banners)</li> <li>• Recruitment through local newspapers/newsletters/radio/electronic billboard</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment Signs Displayed throughout community ( #50 signs, 3 large banners) Completed</li> <li>• Recruitment through local newspapers/ newsletters/ radio/electronic billboard -Completed</li> <li>• Complete Presentation on Fostering/Adopting to Community Organizations, local churches, and attend community fairs/festivals to promote (#3 events)</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Complete Presentation on Fostering/Adopting to Community Organizations, local churches, and attend community fairs/festivals to promote (#3 events)</li> <li>• Foster Parent Challenge to tell 3 people per foster parent about fostering/adopting/receive incentive for new approved home from their referral</li> <li>• Purchase items needed with Adoptive Incentive Funds (foster/adoptive events, display board information, etc.)</li> <li>• Offer TIPS Training 3 Times per year (Jan, May, and Sept 2019)</li> <li>• Train additional worker in TIPS</li> <li>• Recruit additional Co-Lead for TIPS Training/Train Co-Lead</li> <li>• Complete Targeted Recruitment for foster/adoptive parents for teenagers in care and sibling groups.</li> <li>• Recruit/Create a local support network for foster parents that can be initiated any time a need arises and encourage foster parent association to become active again.</li> <li>• Survey existing foster parents on ways they were recruited</li> <li>• Survey to Potential Foster/Adoptive Parents regarding how they became aware of need for foster/adoptive parents in Barbour County</li> <li>• Continue log of inquiries regarding fostering and adopting</li> </ul>	<p>Completed- Spoke to City Councils in Barbour County- 4 of 5 in BC, 1 community festival</p> <ul style="list-style-type: none"> <li>• Foster Parent Challenge to tell 3 people per foster parent about fostering/adopting/receive incentive for new approved home from their referral-</li> <li>• Completed-Purchase items needed with Adoptive Incentive Funds (foster/adoptive events, display board information, etc.-) Yard Signs/Billboard/</li> <li>• Offer TIPS Training 3 Times per year ( Jan, May, and Sept 2019)-Twice occurred- Achieved 4 new parents</li> <li>• Train additional worker in TIPS-Completed- 1 new</li> <li>• Recruit additional Co-Lead for TIPS Training/Train Co-Lead-Completed- 1 new</li> <li>• Complete Targeted Recruitment for foster/adoptive parents for teenagers in care and sibling groups.- Completed- 2 new</li> <li>• Recruit/Create a local support network for foster parents that can be initiated any time a need arises and encourage foster parent association to become active again.-Not yet achieved- AFAPA spoke at Foster Parent Appreciation</li> <li>• Survey existing foster parents on ways they were recruited-Completed Surveys/no feedback on surveys</li> <li>• Survey to Potential Foster/Adoptive Parents regarding how they became aware of need for foster/adoptive parents in Barbour County-Completed- No feedback on survey</li> <li>• Continue log of inquiries regarding fostering and adopting-Completed/Continues</li> </ul>
4	Bibb	<p>Submitted by Carla Emmons, 5/11/20</p> <p>As far as recruitment is concerned, we will speak at several local churches in the community, participate in the Special Olympics, pass out flyers, post on social media statuses regarding the need of Foster/Adoptive parents, and have planned a Foster/Adoptive Parent Gala that is open to any current and potential foster/adoptive parents. We also have an upcoming event at Trade Days at Tannehill where we will set up a booth in hopes to recruit others.</p>	<p>Submitted by Carla Emmons, 5/11/20</p> <p>The department conducted TIPS classes with three families in November of 2018. One family was licensed out of this group. The department will complete the most recent TIPS classes on 5/5/2019 with four families and will finish the licensing process no later than the end of June. The department completed Deciding Together with 4 families this fiscal year and there are currently 6 families in the process. So far, only three families have been completely licensed. The department anticipates having 13 families licensed by the end of the fiscal year.</p>

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			<p>Another TIPS class will be scheduled around September of 2019 but can be adjusted due to demand.</p> <p>As far as recruitment is concerned, we have spoken at several local churches in the community, participated in the Special Olympics, passed out flyers, posted social media statuses regarding the need of Foster/Adoptive parents, and have planned a Foster/Adoptive Parent Gala that is open to any current and potential foster/adoptive parents. We also have an upcoming event at Trade Days at Tannehill where we will set up a booth in hopes to recruit others. We currently have 5 workers trained to conduct TIPS and assist with the licensing process. Four out of five of these workers are trained in Deciding Together. The department currently has one foster parent co lead that is trained and is hoping to have two additional foster parents trained by the end of July.</p>
5	Blount	<p>Submitted by Carol Jordan, 12/27/2018</p> <p>Foster/Adoptive Home Recruitment Plan</p> <p>In 2018, the Blount County Department of Human Resources has actively been recruiting Foster/Adoptive Homes. On August 7, 2018, we held an Open House Event, where perspective foster/adoptive families could come to our DHR building and ask questions about becoming a foster/adoptive home. We had representatives from the investigation, family preservation and foster care units; along with our licensing worker and supervisor. We advertised the open house in the local paper and local radio station. We also sent out newsletters to Blount County churches and businesses inviting them to the event.</p> <p>On October 7, 2018, the licensing worker and supervisor had a foster/adoptive home recruitment table at the Hayden Day Craft/Fair in Hayden, AL. We had recruitment papers displayed and given out as people came into our tent. We also had poster paapers laid out where children could have their hands painted and placed on the poster and the children were given free candy. The poster is now proudly hanging in our DHR lobby.</p>	<p>Submitted by Joslyn Blair, 5/20/2020</p> <p>Blount County DHR completed the following strategies:</p> <p>On October 7, 2018, the licensing worker and supervisor had a foster/adoptive home recruitment table at the Hayden Day Craft/Fair in Hayden, AL. We had recruitment papers displayed and given out as people came into our tent. We also had poster paapers laid out where children could have their hands painted and placed on the poster and the children were given free candy. The poster is now proudly hanging in our DHR lobby.</p> <p>On October 23, 2018, we had our panel night for our graduating class of foster/adoptive parents and invited the prospective foster/adoptive parents who had contacted the Department about attending the next classes in January 2019, to the panel night so that they could ask questions and get information.</p> <p>In November 2018, during our annual Santa Tree event, we placed a recruitment table at the event and had local business owners take recruitment posters and fliers to place in the their businesses.</p>

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		<p>On October 23, 2018, we had our panel night for our graduating class of foster/adoptive parents and invited the prospective foster/adoptive parents who had contacted the Department about attending the next classes in January 2019, to the panel night so that they could ask questions and get information.</p> <p>In November 2018, during our annual Santa Tree event, we placed a recruitment table at the event and had local business owners take recruitment posters and fliers to place in the their businesses.</p> <p>In January 2019, we have scheduled another Open House Event on January 8, 2019 from 4:30 to 6:00 pm. We will also begin another TIPS class on January 15, 2019. We currently have 20 people scheduled to attend the classes.</p> <p>In the year 2019 year we are arranging to speak at different local churches. Our goal is to speak at two different churches each month. We will give out information about becoming a foster/adoptive placement, mentor and/or respite placement for the children in Blount County.</p> <p>In February 2019, we will go to businesses in Blount County and request to place flyers in their businesses. We will also send out flyers and request that local churches place the information in their church bulletins during the month of February.</p> <p>There are also multiple community events, including festivals, fairs, and meetings, etc. we will attend in the 2019 year in an effort to recruit foster/adoptive homes.</p>	<p>In 2019, the Blount County Department of Human Resources has actively recruited Foster/Adoptive Homes. Throughout 2019, we have shared information about upcoming TIPS classes through the local newspaper, radio and social media and held classes twice during the year. We licensed thirteen new foster homes in 2019 with an additional three new homes to be licensed from the 2019 classes in the coming weeks.</p> <p>On April 26, 2019 we had our 5<sup>th</sup> Annual Child Abuse Awareness Walk and luncheon. At the luncheon a recruitment table was created to share information about the different ways the community can help the children in foster care in Blount County such as becoming a foster/adoptive placement, mentor and/or respite placement.</p> <p>On October 26, 2019, we had a foster/adoptive home recruitment table at the Covered Bridge Festival in Oneonta, AL. Recruitment papers and candy were displayed and given out as people came into our tent and the licensing worker and supervisor spoke to community members about the need for foster homes in our county and how they can help our children in care.</p> <p>On November 14, 2019, during our annual Santa Tree lunch, we placed a recruitment table at the event and shared information with the community members who came in to sponsor children for Christmas about how to begin the process of becoming a foster parent.</p>
6	Bullock	<p>Submitted by: Juanita Smith, 5/12/2020</p> <p>Bullock County DHR's TIPS Training efforts consists of two anticipated trainings per year; March and August. TIPS Orientation is held one week prior to TIPS meeting #1. Bullock County DHR's recruitment efforts for the month of February 2019; Recruitment news article (Union Springs Herald), Recruitment letters to churches, recruitment letters mailed to potential foster/adoptive parents, Black History Christian Summit attended by Resource Developer: address audience, taught a class, setup</p>	<p>All strategies were completed</p>

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		<p>booth and handed out brochures. Recruitment efforts for the month of March 2019; Agency recruitment-Cruisin to Clothe A Child; TIPS orientation and TIPS meetings. Resource Developer attended Cruisin to Clothe A Child and set up recruitment booth. TIPS orientation and meetings held but later cancel due to lack of participation; Recruitment efforts for the month of April 2019; Autism awareness and community event and Adoptive and Foster Parent Association Quarterly meeting – adoptive/foster parent incentives. Resource Developer attended the Annual Autism Awareness Community event and Foster Parent Association quarterly meeting held (no incentives); Recruitment efforts for the month of May 2019; Chunnenugee Fair -Local community fair and National Foster Care Awareness program. Resource Developer attended and set up recruitment booth. Recruitment efforts for the month of June 2019; Resource Job fair-Resource Developer attended and set up recruitment booth. On Saturday, June 15<sup>th</sup> Resource Developer set up booth and handed out recruitment brochures. Recruitment efforts for the month of July 2019; recruitment news article; mail recruitment letters to local churches; and Adoptive and Foster Parent Association Quarterly meeting – adoptive/foster parent incentives and local booth setup-two setups; Recruitment efforts for the month of August 2019, follow up calls with potential foster and adoptive parents; TIPS orientation and TIPS meetings. Reminder calls and TIPS training held with three participants. Class yielded to two prospects that completed Deciding Together and approval is pending. Resource Developer also handed out brochures near the local bank for the month. Resource Developer attended Kids and Cops Day-back to school event.</p>	
7	Butler	<p>Submitted by, Jennifer Langford, Director            *Contact local Civic Clubs in the county to set up a time to speak to each club during their meetings.            * Print fliers for local churches for bulletins and bulletin boards.            * Display banners at different locations in town.            * Possible radio commercial and news articles.            * Recruitment fans (already purchased) will be sent to churches during spring and summer.            * Fliers placed at local businesses</p>	<p>* Completed -Contact local Civic Clubs in the county to set up a time to speak to each club during their meetings.            * Completed Print fliers for local churches for bulletins and bulletin boards.            * Completed- Display banners at different locations in town.            * Possible radio commercial and news articles.            * Recruitment fans (already purchased) will be sent to churches during spring and summer.            * Completed -Fliers placed at local businesses</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>* Contact local churches regarding speaking during the morning service or small groups Our start date will be Mid-January, 2019 with hopes of having a class in April/May.</p>	<p>* Completed- Contact local churches regarding speaking during the morning service or small groups Our start date will be Mid-January, 2019 with hopes of having a class in April/May.</p>
8	Calhoun	<p>Submitted by Linda Bibb, 12/18/2018</p> <p>Calhoun County DHR FOSTER/ADOPTIVE PARENT RECRUITMENT PLAN FY19</p> <ul style="list-style-type: none"> <li>• Provide TIPS/GPS starting three to four per year and Deciding Together as often as needed. First two groups will begin on January 28, 2019 and May 13, 2019.</li> <li>• Participate in local functions such as: Weaver Heritage Festival, Oxford Fest and the Fun Run with The Links Program. (goal date: various according to their schedule)</li> <li>• Participate in each municipality's farmers markets at least one per month in Piedmont, Anniston, and Jacksonville. (goal date : May 4, June 1, July 6, August 3, September 7)</li> <li>• Participate at Anniston Museum: The Black Heritage Festival in February.</li> <li>• Recruitment at Social Work Day at Jacksonville State University. (March)</li> <li>• Post flyers at local restaurants, hair salons and barber shops. (attempt 3 locations by the end of each month).</li> <li>• Send flyers to local church and organizations. Ask for permission to come and speak at meetings held at these organizations. (Attempt to speak at least two per month.)</li> <li>• Distribute flyers providing notification of upcoming TIPS/GPS classes to City and County Schools employees. ( two weeks before each class begins)</li> <li>• Submit information to the Anniston Star regarding upcoming TIPS/GPS classes. ( two weeks before each class begins)</li> </ul>	<p>Submitted by Amanda Raulerson, 5/19/2020</p> <ul style="list-style-type: none"> <li>• Provide TIPS/GPS starting three to four per year and Deciding Together as often as needed. First two groups will begin on January 28, 2019 and May 13, 2019.</li> <li>• Recruitment at Social Work Day at Jacksonville State University. (March)</li> <li>• Post flyers at local restaurants, hair salons and barber shops. (attempt 3 locations by the end of each month).</li> <li>• Send flyers to local church and organizations. Ask for permission to come and speak at meetings held at these organizations. (Attempt to speak at least two per month.)</li> <li>• Distribute flyers providing notification of upcoming TIPS/GPS classes to City and County Schools employees. ( two weeks before each class begins)</li> <li>• Submit information to the Anniston Star regarding upcoming TIPS/GPS classes. ( two weeks before each class begins)</li> <li>• Public Service Announcements with radio stations and Channel 24. ( two weeks before each class begins)</li> <li>• Partner with the Foster Parent Association to recruit homes at different venues monthly.</li> <li>• Meet with the Foster Parent Association and encourage them to help with recruitment and explore utilizing the Foster Parent Incentive Fund.</li> <li>• Resources Unit will go out and recruit by passing out flyers and talking with customers regarding recruitment and the need for Foster/ Adoptive Parents in Calhoun County.</li> <li>• Provide Calhoun County DHR Staff with recruitment material to take to their local Churches and different organizations.</li> <li>• Continue to Post Banners at the local ball fields. (February through May)</li> </ul>

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		<ul style="list-style-type: none"> <li>• Public Service Announcements with radio stations and Channel 24. ( two weeks before each class begins)</li> <li>• Speak about foster and adoptive homes on the Trinity Radio show at least once per year. (Goal to do it again in November 2019).</li> <li>• Distribute flyers at Wal-Mart, Johnson's Food Giant, IGA, Pic n Save, Food Outlet, Family Dollars, Cato's and Martin's, Walgreens and Fred's about the need for Foster and Adoptive homes. (attempt to visit at least one per month.)</li> <li>• Partner with the Foster Parent Association to recruit homes at different venues monthly.</li> <li>• Meet with the Foster Parent Association and encourage them to help with recruitment and explore utilizing the Foster Parent Incentive Fund.</li> <li>• Resources Unit will go out and recruit by passing out flyers and talking with customers regarding recruitment and the need for Foster/ Adoptive Parents in Calhoun County.</li> <li>• Provide Calhoun County DHR Staff with recruitment material to take to their local Churches and different organizations.</li> <li>• Continue to Post Banners at the local ball fields. (February through May)</li> <li>• Check with Quintard Mall about setting up a table at Mall events such as the Outdoor Show, Boat Show, and Health Fair. (By Jan. 15)</li> <li>• Host an Adoption Awareness tea and Balloon Release each November. Invite community and press. (goal date Nov. 7, 2019)</li> <li>• Check with Chamber of Commerce about putting out the announcement about TIPS on their electronic marquee and website. (goal date Jan. 7, 2019 and April 15, 2019)</li> </ul>	
9	Chambers	Submitted by Julia Ann Hyde, 1/2/2019	Submitted by Julia Ann Hyde, 5/14/2020

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>Chambers County 2019 Foster/Adoptive Home Recruitment</p> <p>January: Plan to begin 2 Deciding Together classes (1 couple and 1 individual)</p> <p>February: Special Emphasis on need for foster homes in the community. This will include placing banner in front of DHR building, outreach to community agencies and businesses asking that they allow us to display flyers, and posters, contact with local churches and other faith based programs asking them to place information on bulletin boards or in bulletins each week of February, run something in the local newspapers (VTN and LaFayette Sun), and speak on local radio station (WCJM) and other local media (Gator Media). We can use the brochures we had printed as well as order from General Services.</p> <p>March: TIPS class will begin (definite dates have not yet been set). We already have 3 couples and 2 individuals on the list for this class.</p> <p>Continuous recruitment is made throughout the year by word of mouth and flyers and pamphlets are regularly given out to the community through workers, QA committee members, and foster parents. We offer recruitment incentives to foster parents.</p> <p>June: TIPS class will begin (definite dates have not yet been set).</p> <p>July: A plan to set up a booth at the local library to recruit families during the summer reading program</p> <p>August: Director and Supervisors speak to teachers at the beginning of school each year. Recruitment of foster parents is part of this.</p> <p>August-October: Also plan to set up a booth at local high school's home football games to recruit parents.</p> <p>September: TIPS class will begin (definite dates have not yet been set).</p>	<p>2019 Foster/Adoptive Home Recruitment</p> <p>January: Plan to begin 2 Deciding Together classes (1 couple and 1 individual) –Completed Deciding Together with 1 couple and 1 individual (2 homes licensed).</p> <p>February: Special Emphasis on need for foster homes in the community. This will include placing banner in front of DHR building, outreach to community agencies and businesses asking that they allow us to display flyers, and posters, contact with local churches and other faith based programs asking them to place information on bulletin boards or in bulletins each week of February, run something in the local newspapers (VTN and LaFayette Sun), and speak on local radio station (WCJM) and other local media (Gator Media). We can use the brochures we had printed as well as order from General Services. - Completed</p> <p>March: TIPS class will begin (definite dates have not yet been set). We already have 3 couples and 2 individuals on the list for this class. 4 couples and 1 individual (5 homes licensed) completed this TIPS class</p> <p>Continuous recruitment is made throughout the year by word of mouth and flyers and pamphlets are regularly given out to the community through workers, QA committee members, and foster parents. We offer recruitment incentives to foster parents. On-going</p> <p>June: TIPS class will begin (definite dates have not yet been set). 2 couples (2 homes licensed) completed this TIPS class</p> <p>July: A plan to set up a booth at the local library to recruit families during the summer reading program – Completed- Worker set up booth at library and handed out information and spoke with families about fostering. We also had 1 couple (1 home licensed) complete Deciding Together in July</p> <p>August: Director and Supervisors speak to teachers at the beginning of school each year. Recruitment of foster parents is part of this. Completed</p>

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		<p>November/December: Highlight the number of adoptions that have occurred in the past year and use that information to distribute to the community through local newspaper encouraging others to open their hearts and homes to foster/adoption.</p>	<p>September: TIPS class will begin (definite dates have not yet been set). TIPS class began but participants selected out before completion.</p> <p>November/December: Highlight the number of adoptions that have occurred in the past year and use that information to distribute to the community through local newspaper encouraging others to open their hearts and homes to foster/adoption. Completed - This information was shared while speaking with local churches and Rotary and Lions Club.</p>
10	Cherokee	<p>Submitted by Amber Spears, 4/26/2019</p> <p>Cherokee County Foster Parent Recruitment Plan Fiscal Year 2019</p> <p>-The Department will utilize yard signs that address the need for foster/adoptive parents that will be placed throughout the community.</p> <p>-The resource worker and other staff attend community events in an effort to recruit foster/adoptive parents.</p> <p>-An event is being planned for September. Current foster/adoptive parents will be invited and will be encouraged to bring individuals who are interested in fostering/adopting. There will be door prizes and activities for children. Some of the current foster parents will help with the event and advertisements will be run with the local news station.</p> <p>-The Department will have advertisements ran on a local website and news station that announces upcoming TIPS training. Coloring sheets will be sent to daycares and Elementary Schools in the County that discuss the need for foster/adoptive parents. Staff will complete care packages for foster parents during the month of May and include pins for National Foster Parent Month.</p>	<p>Submitted by Michelle Fulmer, 5/14/2020</p> <p>For FY 2019:</p> <ul style="list-style-type: none"> <li>• Purchased banner for foster parent recruitment at Cherokee County High School Baseball field</li> <li>• Purchased bookmarks for foster parent recruitment to be given out at events and presentations</li> <li>• Advertisements for foster parents were placed on WEIS Radio and Cherokee Post Herald with dates of upcoming TIPS training.</li> <li>• APS worker has taken flyers to local nursing homes, doctor's offices, hospitals, and apartment complexes for Adult foster home recruitment</li> <li>• Participated in Cherokee County Fall Festival with tent set up with information on foster home recruitment for children and adults</li> </ul>
11	Chilton	Submitted by Marilyn Colson, 1/2/2019	Submitted by Marilyn Colson, 5/13/20

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		<p>CHILTON COUNTY FOSTER/ADOPTIVE HOME RECRUITMENT PLAN – 2019</p> <ul style="list-style-type: none"> <li>➤ Director will include recruitment comments and provide literature when speaking to community organizations: Kiwanis Club – January 3, 2019 Chilton County Chamber of Commerce Luncheon Lions Club</li> <li>➤ Contact with local churches requesting that recruiting flyers be included in church bulletins during the month of February. Target dates: January, 2019</li> <li>➤ Provide recruitment flyer to Chilton County Board of Education staff for continued targeted recruitment for foster/adoptive parents for special needs children and teens. Target: February</li> <li>➤ Place recruitment flyers in local hair/nail salons: February, 2019.</li> <li>➤ Licensing worker will continue to partner with local radio station to participate in one 30 minute radio talk show each quarter with topics to include foster parent recruitment/the adoption process/respite/volunteering. 1<sup>st</sup> 2019 appearance – February.</li> <li>➤ Director will pursue approval from Cris Moody, training, for foster parent trainers to attend Deciding Together training to assist with the training of kinship/guardianship families: January, 2019.</li> <li>➤ Foster Parent Appreciation/Recruitment Luncheon with emphasis on foster/adoptive parents identifying prospective candidates and inviting them to luncheon. Target – May (foster parent month)</li> <li>➤ Offer three TIPS classes during the year: spring, summer, fall</li> <li>➤ On-going newspaper coverage of recruitment events/TIPS classes</li> <li>➤ Utilize the local of Chamber of commerce email newsletter for announcements related to TIPS classes, recruitment, etc.</li> </ul>	<p>CHILTON COUNTY FOSTER/ADOPTIVE HOME RECRUITMENT PLAN – 2019</p> <p>Director will include recruitment comments and provide literature when speaking to community organizations: Kiwanis Club – January 3, 2019 Chilton County Chamber of Commerce Luncheon Lions Club</p> <p>Provide recruitment flyer to Chilton County Board of Education staff for continued targeted recruitment for foster/adoptive parents for special needs children and teens. Target: February</p> <p>Place recruitment flyers in local hair/nail salons: February, 2019.</p> <p>Licensing worker will continue to partner with local radio station to participate in one 30 minute radio talk show each quarter with topics to include foster parent recruitment/the adoption process/respite/volunteering. 1<sup>st</sup> 2019 appearance – February.</p> <p>Director will pursue approval from Cris Moody, training, for foster parent trainers to attend Deciding Together training to assist with the training of kinship/guardianship families: January, 2019. (request denied – must be an employee)</p> <p>Foster Parent Appreciation/Recruitment Luncheon with emphasis on foster/adoptive parents identifying prospective candidates and inviting them to luncheon. Target – May (foster parent month)</p> <p>Offer three TIPS classes during the year: spring, summer, fall</p> <p>On-going newspaper coverage of recruitment events/TIPS classes</p> <p>Utilize the local of Chamber of commerce email newsletter for announcements related to TIPS classes, recruitment, etc.</p> <p>Staff to distribute recruitment “fans” at summer events such as Peach Jam, Peach Parade: Summer, 2019</p> <p>Attend Chilton County Board of Education Teacher’s Opening Day Workshop and provide recruitment materials for distribution. Target: August, 2019 (not held)</p> <p>Attend Chilton County United Way Annual Giving Campaign and provide recruitment materials: September, 2019</p> <p>Distribute recruitment materials at Whistle-Stop Christmas event, November, 2019.</p>

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		<ul style="list-style-type: none"> <li>➤ Staff to distribute recruitment “fans” at summer events such as Peach Jam, Peach Parade: Summer, 2019</li> <li>➤ Attend Chilton County Board of Education Teacher’s Opening Day Workshop and provide recruitment materials for distribution. Target: August, 2019</li> <li>➤ Attend Chilton County United Way Annual Giving Campaign and provide recruitment materials: September, 2019</li> <li>➤ Distribute recruitment literature at Chamber of Commerce annual “Trick and Treats” in downtown Clanton: October, 2019.</li> <li>➤ Distribute recruitment materials at Whistle-Stop Christmas event, November, 2019.</li> </ul>	
12	Choctaw	<p>Submitted by Gloria Graham 5/14/2020</p> <p>Week of February 4 – 8, 2019 flyers to local churches in Choctaw County focusing on recruiting foster homes and asking them to make it a part of their church bulletin.</p> <p>Week of February 11 – 15 Flyers and Posters to local businesses in Choctaw County focusing on the need for Foster/Adoptive homes</p> <p>Week of February 18 – 22, 2019 Speak at some of the local and civic organizations on the need for Foster/Adoptive homes.</p> <p>Billboard advertisement on fostering/adoption and the need for homes in the county.</p> <p>Activities During the Year:</p> <p>Complete an in-service at the local schools on Fostering and Adopting during the opening of the school year (September 2019)</p> <p>In-Service was completed through Recruitment Meetings held at Choctaw County DHR in February, March and June 2019.</p>	<p>The following were completed:</p> <p>Week of February 4 – 8, 2019 flyers to local churches in Choctaw County focusing on recruiting foster homes and asking them to make it a part of their church bulletin.</p> <p>Completed-Week of February 11 – 15 Flyers and Posters to local businesses in Choctaw County focusing on the need for Foster/Adoptive homes</p> <p>Completed -In-Service was completed through Recruitment Meetings held at Choctaw County DHR in February, March and June 2019.</p> <p>Completed -Display booth with recruitment material was provided at Choctaw Chamber Court House Square event in August 2019</p>

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		<p>Choctaw County will use Adoption Incentive funds for a Display Booth at the City of Butler's County Fair (ButlerFest) The Booth will display information on Fostering and Adoption and the need for homes. We will issue bottles of water with the label of Open Your Heart/Open Your Home logo.</p> <p>Choctaw County DHR will also use Adoption incentive fund for a Display Booth focusing with brochures and posters focusing on Fostering and Adoption at the annual County Health Fair in November 2019.</p> <p>Display booth with recruitment material was provided at Choctaw Chamber Court House Square event in August 2019</p>	
13	Clarke	<p>Submitted by Jaquel Taylor, 12/27/2018</p> <p>Clarke County Recruitment Plan 2019</p> <ul style="list-style-type: none"> <li>• Place posters and pamphlets in the lobby of Clarke County DHR and local Health Departments, Hospitals and Clinic. These posters and pamphlets will be purchased using adoption incentives funds. The posters and pamphlets will be replenished as needed. Projected date TBD.</li> <li>• Utilize Student interns to community presentation regarding the Foster Care and the needs and benefit for this county. Projected start time February, 2019.</li> <li>• Work in partnership with local foster/adoptive parents to recruit through word of mouth and other civic organizations throughout the year.</li> <li>• The county will also participate in Clarke County Health fairs and distribute information regarding foster/adoptive homes. The Resource Supervisor will collaborate with local agencies to obtain a list/schedule of upcoming health fairs for the 2019 year.</li> <li>• QA/Resource Supervisor will speak at local civic group meetings regarding the need for fostering in our county.</li> </ul>	<p>The QA/Resource Supervisor will continue to discuss the needs for foster home during bi-monthly QA Meetings, Monthly Multiple needs and Multidisciplinary Meeting as well as local quarterly meetings that are attended.</p>

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		<ul style="list-style-type: none"> <li>• The QA/Resource Supervisor will continue to discuss the needs for foster home during bi-monthly QA Meetings, Monthly Multineeds and Multidisciplinary Meeting as well as local quarterly meetings that are attended.</li> <li>• The Resource Supervisor will plan a Foster Home Appreciation Dinner and encourage the foster parents to invite at least 1 person interested in fostering for the county. The appreciation date will be determined but will be conducted during Foster Care Appreciation Month in May.</li> </ul> <p>Clarke County TIPS Training Tentative Dates August 18, 2019</p>	
14	Clay	<p>Submitted by Felicia Montgomery, 12/31/2018</p> <p>Clay County Recruitment Plan</p> <ol style="list-style-type: none"> <li>1. Posters will be displayed in local businesses, the DHR lobby, the court house lobby, and mailed to churches to display(February2019)</li> <li>2. DHR will check on placing banners at local ball fields to be displayed during ball season(February2019-July2019)</li> <li>3. Banners will be displayed at DHR and the Courthouse during the month of February, May and June 2019.</li> <li>4. DHR will send a mass mailing to all county churches during the month of February and ask the churches to include foster/adoptive information in their church bulletins.</li> <li>5. Local Drug Store will run advertisement regarding foster parents needed during the month February and May 2019.</li> <li>6. Director, resource worker and other management positions will continue to speak to civic organizations, the local leadership conference, church groups, etc. to promote the need for foster/adoptive homes for our community.</li> </ol>	<p>Submitted by Kay Robertson, 5/19/2020</p> <p>Clay County Recruitment Plan Completed Strategies:</p> <ol style="list-style-type: none"> <li>1. The Department provided local businesses with flyers.</li> <li>2. The Department conducted a mass mailing to all county churches and requested they include foster/adoptive information in their church bulletin.</li> <li>3. Banners were displayed at DHR during the months of February, May and June 2019.</li> <li>4. The Director spoke at church groups and civic organizations in order to promote the need for foster parents.</li> <li>5. The Department participated in the Christmas in the Park while displaying the need for foster parents.</li> </ol>

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		<p>7. Open you Heart/Open your Home banners and posters will be displayed in the county office/lobby area and local businesses during the month of February 2019, May 2019 and November 2019.</p> <p>8. DHR will attend the spring, fall, and winter festivities (Summer Sizzling, Heritage Day in Lineville, Christmas In the Park) scheduled for 2019 in the county, displaying recruitment materials on fostering and adopting.</p> <p>9. The Department will contact the local Chamber of Commerce and request information regarding the need for foster/adoptive homes be advertised in the quarterly newsletter during the month of February.</p>	
15	Cleburne	<p>Submitted by Marsha Busby:</p> <ul style="list-style-type: none"> <li>• Utilize signs purchased to advertise the need for foster and adoptive families. Ask board members and QA members if they are willing to place the signs in their yards.</li> <li>• Place an article in the paper to correspond with each upcoming orientation.</li> <li>• Contact the local PARD and ask if we can display a banner on the fence for football or baseball season to recruit Foster and Adoptive parents.</li> <li>• Contact Baptist Association to put fliers in the bulletin for the local churches.</li> </ul>	<p>Submitted by Marsha Busby:</p> <ul style="list-style-type: none"> <li>• Contact Baptist Association to put fliers in the bulletin for the local churches.</li> <li>• Utilize signs purchased to advertise the need for foster and adoptive families. Ask board members and QA members if they are willing to place the signs in their yards.</li> <li>• Place an article in the paper to correspond with each upcoming orientation.</li> <li>• Place an article in the paper to correspond with each upcoming orientation.</li> </ul>
• 1	Coffee	<p>Submitted by: Tracie James, 5/11/2020</p> <p>January:</p> <ul style="list-style-type: none"> <li>• I (foster) CARE: Introduce our communities to this phrase. This is the slogan that we will use throughout the year with local vendors and merchandising items (shirts, window clings, coffee mugs, etc.).</li> <li>• DriveTime Podcast (FBLive) (Date/Time TBA)</li> <li>• End of January: Flyers in Brewton Re: Training in February</li> <li>• Sanctity of Life service at local churches OR Bulletin Insert (3<sup>rd</sup> Sunday in January)</li> <li>• *Church bulletin insert. Will provide to churches throughout the county.</li> <li>• Will also schedule with schools that may have a PTO meeting scheduled in spring semester.</li> </ul>	<p>Submitted by: Tracie James</p> <p>January:</p> <ul style="list-style-type: none"> <li>• I (foster) CARE : Introduce our communities to this phrase. This is the slogan that we will use throughout the year with local vendors and merchandising items (shirts, window clings, coffee mugs, etc.).</li> <li>• DriveTime Podcast (FBLive) (Date/Time TBA) <b>Completed</b></li> <li>• End of January: Flyers in Brewton Re: Training in February</li> <li>• Sanctity of Life service at local churches OR Bulletin Insert (3<sup>rd</sup> Sunday in January)</li> <li>• *Church bulletin insert. Will provide to churches throughout the county.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Contact churches looking toward May: Foster Care Awareness Month</li> </ul> <p>February:</p> <ul style="list-style-type: none"> <li>• Flyers in Atmore &amp; Flomaton Re: Training in late Feb/early March</li> <li>• Marque advertisement in downtown Brewton and at Wind Creek Casino</li> <li>• I (foster) CARE magnetic clings for vehicles</li> <li>• Coffee mugs at area coffee houses (American Coffee House &amp; The Coffee House LLC)</li> <li>• Training Weekend</li> </ul> <p>March:</p> <ul style="list-style-type: none"> <li>• School PTO meetings previous scheduled</li> <li>• Flyers attached to take-out boxes/bags at local restaurants. Will coordinate a specific busy night to push flyers countywide.</li> </ul> <p>April:</p> <ul style="list-style-type: none"> <li>• Outreach to local nurses and medical personnel: Outreach packets provided to nursing stations and EMT states.</li> </ul> <p>May:</p> <ul style="list-style-type: none"> <li>• Mobile Advertisements: Pop-up signs around town in parks, curbsides, splash pad, etc.</li> <li>• Ball Team Sponsorship</li> <li>• FOSTER CARE AWARENESS MONTH: It is my intention to be a part of church program each Sunday morning/evening and/or Wednesday night of this month. I will begin contacting churches in January.</li> </ul> <p>June:</p> <ul style="list-style-type: none"> <li>• Blueberry Festival Booth (Brewton, AL)</li> <li>• Training Weekend</li> </ul> <p>July:</p> <ul style="list-style-type: none"> <li>• Project Christmas in July : Kick-off Christmas season with extensive recruitment in local churches</li> <li>• Training Weekend</li> </ul> <p>August:</p> <ul style="list-style-type: none"> <li>• Football season festivities</li> </ul> <p>September:</p> <ul style="list-style-type: none"> <li>• Railroad Junction Day (Flomaton, AL)</li> </ul> <p>October:</p> <ul style="list-style-type: none"> <li>• Williams Station Day (Atmore, AL)</li> </ul>	<ul style="list-style-type: none"> <li>• Will also schedule with schools that may have a PTO meeting scheduled in spring semester.</li> <li>• Contact churches looking toward May: Foster Care Awareness Month</li> </ul> <p>February:</p> <ul style="list-style-type: none"> <li>• Flyers in Atmore &amp; Flomaton Re: Training in late Feb/early March</li> <li>• Marque advertisement in downtown Brewton and at Wind Creek Casino</li> <li>• I (foster) CARE magnetic clings for vehicles</li> <li>• Coffee mugs at area coffee houses (American Coffee House &amp; The Coffee House LLC)</li> <li>• Training Weekend</li> </ul> <p>March:</p> <ul style="list-style-type: none"> <li>• School PTO meetings previous scheduled</li> <li>• Flyers attached to take-out boxes/bags at local restaurants. Will coordinate a specific busy night to push flyers countywide.</li> </ul> <p>April:</p> <ul style="list-style-type: none"> <li>• Outreach to local nurses and medical personnel: Outreach packets provided to nursing stations and EMT states.</li> </ul> <p>May:</p> <ul style="list-style-type: none"> <li>• Mobile Advertisements: Pop-up signs around town in parks, curbsides, splash pad, etc.</li> <li>• Ball Team Sponsorship</li> <li>• FOSTER CARE AWARENESS MONTH: It is my intention to be a part of church program each Sunday morning/evening and/or Wednesday night of this month. I will begin contacting churches in January. <b>Completed</b></li> </ul> <p>June:</p> <ul style="list-style-type: none"> <li>• Blueberry Festival Booth (Brewton, AL)</li> <li>• Training Weekend</li> </ul> <p>July:</p> <ul style="list-style-type: none"> <li>• Project Christmas in July : Kick-off Christmas season with extensive recruitment in local churches</li> <li>• Training Weekend</li> </ul> <p>August:</p> <ul style="list-style-type: none"> <li>• Football season festivities</li> </ul> <p>September:</p> <ul style="list-style-type: none"> <li>• Railroad Junction Day (Flomaton, AL)</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Sponsor booth at local fall festivals (Flomaton ES and Pollard-McCall School)</li> </ul> November: <ul style="list-style-type: none"> <li>• Training Weekend</li> <li>• ADOPTION AWARENESS MONTH: Scheduled church programs and outreach opportunities.</li> </ul> December: <ul style="list-style-type: none"> <li>• “In addition to the monthly opportunities that are listed above, I believe that our greatest success will come from consistent presence in our communities. There will be a concerted effort to keep the attention of our supporters and potential resources via social media and “pop-ups” at festivals and outreaches. I will also reach out to community churches, making myself available for opportunities to share the message of foster care. I sincerely believe that if we do not let the community forget our faces or our message, our support network will grow.”</li> </ul>	October: <ul style="list-style-type: none"> <li>• Williams Station Day (Atmore, AL)</li> <li>• Sponsor booth at local fall festivals (Flomaton ES and Pollard-McCall School)</li> </ul> November: <ul style="list-style-type: none"> <li>• Training Weekend</li> <li>• ADOPTION AWARENESS MONTH: Scheduled church programs and outreach opportunities.</li> </ul> December: <ul style="list-style-type: none"> <li>• “In addition to the monthly opportunities that are listed above, I believe that our greatest success will come from consistent presence in our communities. There will be a concerted effort to keep the attention of our supporters and potential resources via social media and “pop-ups” at festivals and outreaches. I will also reach out to community churches, making myself available for opportunities to share the message of foster care. I sincerely believe that if we do not let the community forget our faces or our message, our support network will grow.”</li> </ul>
17	Colbert		Submitted by Kelly Pearson:  Foster care recruitment efforts included 30 people attending TIPS and licensing of 20 new foster homes. <ul style="list-style-type: none"> <li>- We had a Supervisor to provide some information to her church to be handed out during that month.</li> <li>- I had one supervisor to complete recruitment efforts at a health fair in the county and another to speak at a church.</li> </ul>
18	Conecuh	Submitted by Jodie Nata, 5/15/2020 <ul style="list-style-type: none"> <li>• OCTOBER 2018 –               <ul style="list-style-type: none"> <li>○ Recruitment efforts done through October 2018 QA Meeting</li> <li>○ Sausage Festival</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• OCTOBER 2018 –               <ul style="list-style-type: none"> <li>○ Recruitment efforts done through October 2018 QA Meeting (COMPLETED)</li> <li>○ Sausage Festival (COMPLETED)</li> </ul> </li> <li>• NOVEMBER 2018 –</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• NOVEMBER 2018 – <ul style="list-style-type: none"> <li>○ Recruitment efforts done through October 2018 QA Meeting</li> <li>○ Thanksgiving Meal to Community Partners</li> </ul> </li>   <li>• DECEMBER 2018 – <ul style="list-style-type: none"> <li>○ Recruitment efforts done through December 2018 QA Meeting</li> <li>○ Christmas Party with Foster Children</li> </ul> </li>   <li>JANUARY 2019– <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through January 2019 QA Meeting</li> <li>○ Recruitment efforts will be done through January 2019 Board Meeting</li> <li>○ Recruitment efforts will done through January 2019 Driver’s Meeting</li> <li>○ Newspaper Ad will be in the put in the Evergreen Courant for the first Thursday in the month recruiting foster/adoptive parents</li> </ul> </li>   <li>FEBRUARY 2019 - <ul style="list-style-type: none"> <li>○ Recruitment efforts for the month of February will be done through February 2019 QA Meeting</li> <li>○ Our local newspaper which is the Evergreen Courant will continue to run the Recruitment ad for the month of February</li> <li>○ We will hang our Recruitment banner downtown, and also place signs in various areas alongside the roads in the county</li> <li>○ We have been given permission to set up a Recruitment table at one of the local grocery stores for two Saturdays in February, plans are to hand out Valentine candy and speak with</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Recruitment efforts done through October 2018 QA Meeting (COMPLETED)</li> <li>○ Thanksgiving Meal to Community Partners</li>   <li>• DECEMBER 2018 – <ul style="list-style-type: none"> <li>○ Recruitment efforts done through December 2018 QA Meeting (COMPLETED)</li> <li>○ Christmas Party with Foster Children (COMPLETED)</li> </ul> </li>   <li>JANUARY 2019– <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through January 2019 QA Meeting (COMPLETED)</li> <li>○ Recruitment efforts will be done through January 2019 Board Meeting (COMPLETED)</li> <li>○ Recruitment efforts will done through January 2019 Driver’s Meeting (COMPLETED)</li> <li>○ Newspaper Ad will be in the put in the Evergreen Courant for the first Thursday in the month recruiting foster/adoptive parents (COMPLETED)</li> </ul> </li>   <li>FEBRUARY 2019 - <ul style="list-style-type: none"> <li>○ Recruitment efforts for the month of February will be done through February 2019 QA Meeting (COMPLETED)</li> <li>○ Our local newspaper which is the Evergreen Courant will continue to run the Recruitment ad for the month of February (COMPLETED)</li> <li>○ We will hang our Recruitment banner downtown, and also place signs in various areas alongside the roads in the county (COMPLETED)</li> <li>○ We have been given permission to set up a Recruitment table at one of the local grocery stores for two Saturdays in February, plans are to hand out Valentine candy and speak with</li> </ul> </li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>interested shoppers about foster/adoptive program</p> <ul style="list-style-type: none"> <li>○ The Superintendent has given our agency permission to visit each school and place recruitment posters in the teacher's lounge.</li> <li>○ The posters will be placed on announcement boards at various businesses in the county. Ex. Library, Courthouse.</li> </ul> <p>MARCH 2019 -</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through March 2019 QA Meeting</li> <li>○ Recruitment efforts will be done at the Evergreen Collard Green Festival</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> </ul> <p>APRIL 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through April 2019 QA Meeting. (COMPLETED)</li> <li>○ Recruitment efforts will be done at the Castleberry Strawberry Festival.</li> <li>○ Child Abuse Awareness Month</li> <li>○ The Recruitment Ad will be placed in the Evergreen Courant</li> </ul> <p>MAY 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through May 2019 QA Meeting.</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> <li>○ Foster Parent Appreciation (Luncheon) (COMPLETED)</li> </ul> <p>JUNE 2019 -</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through June 2019 QA Meeting.</li> </ul>	<p>interested shoppers about foster/adoptive program. (COMPLETED)</p> <ul style="list-style-type: none"> <li>○ The Superintendent has given our agency permission to visit each school and place recruitment posters in the teacher's lounge. (COMPLETED)</li> <li>○ The posters will be placed on announcement boards at various businesses in the county. Ex. Library, Courthouse. (COMPLETED)</li> </ul> <p>MARCH 2019 -</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through March 2019 QA Meeting (COMPLETED)</li> <li>○ Recruitment efforts will be done at the Evergreen Collard Green Festival (COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul> <p>APRIL 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through April 2019 QA Meeting. (COMPLETED)</li> <li>○ Recruitment efforts will be done at the Castleberry Strawberry Festival. (COMPLETED)</li> <li>○ Child Abuse Awareness Month (COMPLETED)</li> <li>○ The Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul> <p>MAY 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through May 2019 QA Meeting. (COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>○ World Elder Abuse Day</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> </ul> <p>JULY 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through July 2019 QA Meeting.</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> </ul> <p>AUGUST 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through August 2019 QA Meeting)</li> <li>○ Back to School Bash 2019</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> </ul> <p>SEPTEMBER 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through September 2019 Q A Meeting,</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant</li> </ul>	<ul style="list-style-type: none"> <li>○ Foster Parent Appreciation (Luncheon) (COMPLETED)</li> </ul> <p>JUNE 2019 -</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through June 2019 QA Meeting. (COMPLETED)</li> <li>○ World Elder Abuse Day (COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul> <p>JULY 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through July 2019 QA Meeting. (COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul> <p>AUGUST 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through August 2019 QA Meeting. (COMPLETED)</li> <li>○ Back to School Bash 2019(COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul> <p>SEPTEMBER 2019 –</p> <ul style="list-style-type: none"> <li>○ Recruitment efforts will be done through September 2019 Q A Meeting. (COMPLETED)</li> <li>○ Recruitment Ad will be placed in the Evergreen Courant (COMPLETED)</li> </ul>
19	Coosa	Submitted by Autumn White, 12/5/2018	Submitted by Autumn White, 12/3/2019

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>For FY 2019, Coosa County DHR plans to recruit additional foster/adoptive homes through the following:</p> <ul style="list-style-type: none"> <li>• Recruitment information being placed in church bulletins in all registered churches each week in the month of February 2019.</li> <li>• CCDHR will give presentations at local neighborhood watch meetings, civic groups, church groups, etc. with a focus/concentration of these occurring during the month of February 2019.</li> <li>• CCDHR will partner with area businesses to request that flyers be allowed to be posted in windows of their businesses throughout the year, but especially during the month of February 2019.</li> <li>• CCDHR will request that the Coosa News run an article in April 2019 regarding national child abuse prevention month, in May 2019 regarding national foster care month, and in November 2019 regarding national adoption month. At each time an advertisement will also be made to recruit foster/adoptive homes.</li> <li>• Additional foster home advertising materials/flyers/banners will be printed using adoption incentive funds and distributed throughout the county.</li> <li>• There will be a presentation made on foster care/adoption and the need for additional licensed homes during mandatory reporter trainings at the school and all community meetings attended including Children’s Policy Council, Multi-Disciplinary Team, Multi Needs, Quality Assurance, Social Services at United Way, Parents as Teachers Board, Emergency Food and Shelter Board (EFSP), and Chamber of Commerce events.</li> <li>• CCDHR will set up booths at Family Fun Day/Bicentennial Day, Mule Day, Holiday in the Country, and Old Farm Day to advertise for foster/adoptive homes.</li> <li>• CCDHR will participate in the career fair at Central High School to discuss potential for working in social services as</li> </ul>	<p>For FY 2019, Coosa County DHR continued our efforts to recruit additional foster/adoptive homes through the following:</p> <ul style="list-style-type: none"> <li>• Recruitment information was placed in church bulletins in all registered churches each week in the month of February 2019.</li> <li>• CCDHR gave presentations at local neighborhood watch meetings, civic groups, church groups, etc. with a focus/concentration of these occurring during the month of February 2019.</li> <li>• CCDHR partnered with area businesses to request that flyers be allowed to be posted in windows of their businesses throughout the year, but especially during the month of February 2019.</li> <li>• CCDHR had the Coosa News run an article in April 2019 regarding national child abuse prevention month and in May 2019 regarding national foster care month. At each time an advertisement will also be made to recruit foster/adoptive homes.</li> <li>• There was a presentation made on foster care/adoption and the need for additional licensed homes at community meetings attended including Children’s Policy Council, Multi-Disciplinary Team, Multi Needs, Quality Assurance, Social Services at United Way, Parents as Teachers Board, Emergency Food and Shelter Board (EFSP), and Chamber of Commerce events.</li> <li>• CCDHR set up booths at Family Fun Day/Bicentennial Day and Holiday in the Country to advertise for foster/adoptive homes.</li> <li>• CCDHR participated in the career fair at Central High School to discuss potential for working in social services as well as use this as an opportunity to advertise for foster/adoptive homes. This will occur in November 2019.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>well as use this as an opportunity to advertise for foster/adoptive homes. This will occur in November 2018.</p> <ul style="list-style-type: none"> <li>• CCDHR will have any scheduled TIPS classes placed in the Community Calendar in the Coosa News for several weeks leading up to the event.</li> </ul>	
20	Covington	<p>Submitted by-Natalie Pinson 5/11/2020</p> <ul style="list-style-type: none"> <li>- Faithbased Recruitment: Church Groups and Civic Organizations were spoken to regarding recruitment of foster homes.</li> <li>- County Wide Events: Covington County participated in the Covington County Fair in November 2018. In October 2018, DHR participated in the Scarecrows in the Park at Opp Lake Jackson. There was an estimated 5,000 people to come through the display from surrounding counties.</li> <li>- Advertising through local businesses: Covington County DHR placed papers in public restrooms such as Zaxby's and other local restaurants. Those interested in attending the next class were able to tear off the contact information for the TIPS leader.</li> <li>- Newspapers and Social Media: The Andalusia Star News partnered with DHR to provide information on the need for foster children. Social Media was used to advertise Foster Parent classes. The Foster Parent Association partnered with DHR to highlight foster parents each month on social media.</li> <li>- Partnering with Schools: Staff participated in a Walk A thon that the local school hosted. Our director discussed the need for foster parents at the teacher in-service meetings within the county (Andalusia, Covington County Schools, Opp)</li> <li>- Billboard Advertisement: DHR purchased rent for a billboard that is located outside of the DHR building. The adoption incentive funds were used to purchase the billboard.</li> <li>- Recruitment Video: DHR hired Skip Enzor (a local videographer) to video several foster parents and their stories. The video was shared on social media.</li> </ul> <p>Recruitment Plan:</p>	<p>We completed County Wide events such as scarecrows in the park and Covington County Fair. We paid rent for two local digital billboards. We also partnered with local school system for video to play on large screen at football games. We continue to speak to organizations and groups to promote foster parent recruitment.</p> <ul style="list-style-type: none"> <li>- Faithbased Recruitment: Church Groups and Civic Organizations were spoken to regarding recruitment of foster homes.</li> <li>-Completed -County Wide Events: Covington County participated in the Covington County Fair in November 2018. In October 2018, DHR participated in the Scarecrows in the Park at Opp Lake Jackson. There was an estimated 5,000 people to come through the display from surrounding counties.</li> <li>- Advertising through local businesses: Covington County DHR placed papers in public restrooms such as Zaxby's and other local restaurants. Those interested in attending the next class were able to tear off the contact information for the TIPS leader.</li> <li>- Newspapers and Social Media: The Andalusia Star News partnered with DHR to provide information on the need for foster children. Social Media was used to advertise Foster Parent classes. The Foster Parent Association partnered with DHR to highlight foster parents each month on social media.</li> <li>- Partnering with Schools: Staff participated in a Walk A thon that the local school hosted. Our director discussed the need for foster parents at the teacher in-service meetings within the county (Andalusia, Covington County Schools, Opp)</li> <li>-Completed-Billboard Advertisement: DHR purchased rent for a billboard that is located outside of the DHR building. The adoption incentive funds were used to purchase the billboard.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>- Covington County recently finished a TIPS class. The next TIPS class will be in August 2019. There are currently two Deciding Together homes going through training.</li> <li>- Faithbased Recruitment: Covington County will continue efforts through Faith Based Recruitment, specifically targeting the highest need areas. At this time, Covington County needs to target Opp and Red Level school districts.</li> <li>- County Wide Events: Staff will strengthen its efforts to target the population area within Covington County by advertising in local businesses and at county events.               <ol style="list-style-type: none"> <li>1) DHR will participate in Scarecrows in the Park at Opp Lake Jackson October through November.</li> <li>2) County wide events such as the Covington County Fair, Scarecrows in the Park, Cancer Freeze, Rattlesnake Rodeo, Relay for Life, 24th of June Celebration in Florala will be opportunities to display banners.</li> </ol> </li> <li>- Advertising through local businesses: DHR will partner will local pizza restaurants to see if recruitment flyers can be placed on to go pizza orders. DHR will continue to place papers in the bathrooms of local restaurants as well.</li> <li>- Newspapers/Billboards/Social Media: Covington County will continue to pay rent on billboard as long as needed funds are available. Social Media will continue to be used to promote fostering by sharing the foster parent videos.</li> <li>- Partnering with Schools: DHR will work with the local schools to inquire about football program ads for high school football games. DHR will work with the local school to place a video of the local foster parents on the large screen at the football field before games.</li> </ul>	<ul style="list-style-type: none"> <li>- Recruitment Video: DHR hired Skip Enzor (a local videographer) to video several foster parents and their stories. The video was shared on social media.</li> </ul> <p>Recruitment Plan:</p> <ul style="list-style-type: none"> <li>- Covington County recently finished a TIPS class. The next TIPS class will be in August 2019. There are currently two Deciding Together homes going through training.</li> <li>- Faithbased Recruitment: Covington County will continue efforts through Faith Based Recruitment, specifically targeting the highest need areas. At this time, Covington County needs to target Opp and Red Level school districts.</li> </ul> <p>Completed- County Wide Events: Staff will strengthen its efforts to target the population area within Covington County by advertising in local businesses and at county events.</p> <ol style="list-style-type: none"> <li>1)DHR will participate in Scarecrows in the Park at Opp Lake Jackson October through November.</li> <li>2) Completed- County wide events such as the Covington County Fair, Scarecrows in the Park, Cancer Freeze, Rattlesnake Rodeo, Relay for Life, 24th of June Celebration in Florala will be opportunities to display banners.</li> </ol> <ul style="list-style-type: none"> <li>- Advertising through local businesses: DHR will partner will local pizza restaurants to see if recruitment flyers can be placed on to go pizza orders. DHR will continue to place papers in the bathrooms of local restaurants as well.</li> </ul> <p>-Completed- Newspapers/Billboards/Social Media: Covington County will continue to pay rent on billboard as long as needed funds are available. Social Media will continue to be used to promote fostering by sharing the foster parent videos.</p> <ul style="list-style-type: none"> <li>- Partnering with Schools: DHR will work with the local schools to inquire about football program ads for high school football games. DHR will work with the local school to place a video of the local foster parents on the large screen at the football field before games.</li> </ul>
21	Crenshaw	<p>Submitted by Kristi Kitchens, 5/11/2020</p> <p>During the month of February the following recruitment efforts will be made:</p>	<p>During the month of February the following recruitment efforts will be made:</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>✓ PSA on our local radio station, WAOQ, identifying the need for foster/adoptive homes in our community.</li> <li>✓ Advertisement in the local newspaper, Luverne Journal, identifying the need for foster/adoptive homes in our community.</li> <li>✓ Letter to the editor of local newspaper for foster/adoptive parent recruitment.</li> <li>✓ Distribute recruitment material during sporting events and local special events that occur during the month of February.</li> <li>✓ Insert recruitment flyers in local church bulletins throughout the month of February.</li> <li>✓ Foster/Adoption Display at our library and court house throughout the month of February.</li> <li>✓ Ask to speak to local civic organizations and churches (i.e. small groups, congregation, Sunday school classes, etc.).</li> <li>✓ Recruitment flyers in our local supermarket sale paper.</li> <li>✓ Banner/signs at local recreational park.</li> <li>✓ Advertisement on our Health Department scrolling marque sign.</li> <li>✓ National Logo sign displayed in the area where our local hospital, health department, DHR, and children's hospital (Beacon) are located.</li> <li>✓ Foster/Adoptive Parent recruitment cards available for taking at local businesses.</li> <li>✓ Recruitment flyers/posters on display at local doctor's offices, hospitals, dentists, etc.</li> <li>✓ Recruitment signs displayed throughout the county.</li> <li>✓ Also in February, we will focus on "Open your Heart, Open your Home" recruitment activities. We plan to host a 5K walk/run on 02/09/2018 ("BE THE ONE TO MAKE THE RUN INTO A CHILD'S LIFE" "#RUNFOSTERRUN". We will design t-shirts with the 5K theme and include the State logo and toll free number. These t-shirts will be awarded to all those who enter. This event will help bring awareness to our need for foster homes. Our local CAC will be notified for involvement with the event.</li> </ul> <p>In April we will have a recruitment display at Relay for life walk/run. We will also have a recruitment display at the court house. We will host a ceremony at the court house during the</p>	<ul style="list-style-type: none"> <li>✓ PSA on our local radio station, WAOQ, identifying the need for foster/adoptive homes in our community.</li> <li>✓ Advertisement in the local newspaper, Luverne Journal, identifying the need for foster/adoptive homes in our community.</li> <li>✓ Letter to the editor of local newspaper for foster/adoptive parent recruitment.</li> <li>✓ Distribute recruitment material during sporting events and local special events that occur during the month of February.</li> <li>✓ Insert recruitment flyers in local church bulletins throughout the month of February.</li> <li>✓ Foster/Adoption Display at our library and court house throughout the month of February.</li> <li>✓ Ask to speak to local civic organizations and churches (i.e. small groups, congregation, Sunday school classes, etc.).</li> <li>✓ Banner/signs at local recreational park.</li> <li>✓ Advertisement on our Health Department scrolling marque sign.</li> <li>✓ National Logo sign displayed in the area where our local hospital, health department, DHR, and children's hospital (Beacon) are located.</li> <li>✓ Recruitment flyers/posters on display at local doctor's offices, hospitals, dentists, etc.</li> <li>✓ Recruitment signs displayed throughout the county.</li> <li>✓ Also in February, we will focus on "Open your Heart, Open your Home" recruitment activities. We plan to host a 5K walk/run on 02/09/2018 ("BE THE ONE TO MAKE THE RUN INTO A CHILD'S LIFE" "#RUNFOSTERRUN". We will design t-shirts with the 5K theme and include the State logo and toll free number. These t-shirts will be awarded to all those who enter. This event will help bring awareness to our need for foster homes. Our local CAC will be notified for involvement with the event.</li> </ul> <p>In April we will have a recruitment display at Relay for life walk/run. We will also have a recruitment display at the court house. We will host a ceremony at the court house during the month of April (Child Abuse/Neglect Prevention Month) to bring awareness to the need for foster/adoptive homes, as well as the child abuse and neglect problems we face in our community. Our local CAC will be notified for involvement with the event. <b>Did not complete</b></p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>month of April (Child Abuse/Neglect Prevention Month) to bring awareness to the need for foster/adoptive homes, as well as the child abuse and neglect problems we face in our community. Our local CAC will be notified for involvement with the event.</p> <p>In May we will recognize our foster and adoptive parents with an appreciation banquet, as May is recognized as National Foster Care Month. During the banquet we will talk with our foster Parents about recruitment of new homes in our community and partner with our current foster parents in recruiting new foster and adoptive homes. We will run a PSA on our local radio station during the month of May recognizing National Foster Care Month and identifying a need for foster/adoptive homes in our community. We will also hold an Open House at our local Development Center in an effort to recruit foster/adoptive homes.</p> <p>In July or August we hope to host a golf tournament at our local country club. We will come up with a theme that focuses on the need for foster/adoptive homes in our community. Our local CAC will be notified for involvement with this event. We are also talking about hosting a Poker Run that brings awareness to victims of child abuse and neglect, as well as the need for foster/adoptive homes in our community.</p> <p>In September we will hold another Open House at our local Development Center in an effort to recruit foster and adoptive parents. We will invite our local CAC to participate in the Open House. We will also have a recruitment display at the local Peanut Boil Festival.</p> <p>During sporting events, we will hand out free drink koozies and funeral fans with the "Open Your Heart, Open Your Home" campaign on them.</p> <p>In October, we will participate in the county-wide Trick-or-Treat celebration by setting up a booth where we will provide recruitment handouts/information on fostering and adoption.</p> <p>In November we will partner with our Probate Judge (Will Tate) in making a proclamation for National Adoption Month. We will also do a letter to the editor of our local newspaper recognizing National Adoption Month.</p>	<p>In May we will recognize our foster and adoptive parents with an appreciation banquet, as May is recognized as National Foster Care Month. During the banquet we will talk with our foster Parents about recruitment of new homes in our community and partner with our current foster parents in recruiting new foster and adoptive homes. We will run a PSA on our local radio station during the month of May recognizing National Foster Care Month and identifying a need for foster/adoptive homes in our community. We will also hold an Open House at our local Development Center in an effort to recruit foster/adoptive homes.</p> <p>In September we will hold another Open House at our local Development Center in an effort to recruit foster and adoptive parents. We will invite our local CAC to participate in the Open House. We will also have a recruitment display at the local Peanut Boil Festival.</p> <p>In October, we will participate in the county-wide Trick-or-Treat celebration by setting up a booth where we will provide recruitment handouts/information on fostering and adoption.</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
22	Cullman	<p>Submitted Amy Smith:</p> <p>Recruitment planning activities for FY 2019:</p> <ul style="list-style-type: none"> <li>• February 2019 Spoke at Empty Bowls at First United Methodist Church</li> <li>• April 2019 Safe Kids Expo</li> <li>• October 2019 Desperation Church Recruitment Service</li> <li>• October 2019 CASA Trunk or Treat</li> <li>• November 2019 Adoption Celebration Newspaper Article</li> <li>• Foster Parent Facebook Recruitment Posts</li> <li>• Facebook Advertisement – Numerous Post</li> </ul>	<p>Submitted by Amy Smith:</p> <p>Completed activities for FY 2019:</p> <ul style="list-style-type: none"> <li>○ February 2019 Spoke at Empty Bowls at First United Methodist Church</li> <li>○ April 2019 Safe Kids Expo</li> <li>○ Foster Parent Facebook Recruitment Posts</li> <li>○ Facebook Advertisement – Numerous Post</li> </ul>
23	Dale	<p>Submitted by, Stephanie McKnight- 5/18/2020</p> <ul style="list-style-type: none"> <li>• Recruitment flyers were passed out to several local businesses.</li> <li>• Everything Ozark (local community Facebook page) has publicized our need for foster homes.</li> <li>• We had a booth at the annual Crawdad Festival in April.</li> <li>• We had a booth at the Claybank Jamboree in October.</li> <li>• We held TIPS classes March 12-May 14, 2020, and September 10-November 12, 2020.</li> <li>• DHR had a float in the Ozark Christmas Parade to advertise for foster/adoptive parents.</li> <li>• Resource worker spoke at United Methodist men’s club breakfast in October, at Rotary Club in January, and at Kiwanis Club in August.</li> <li>• We held a community trunk or treat at the office and passed out flyers to advertise for foster/adoptive parent needs.</li> </ul>	<p>The following activities were completed.</p> <ul style="list-style-type: none"> <li>• Recruitment flyers were passed out to several local businesses.</li> <li>• Everything Ozark (local community Facebook page) has publicized our need for foster homes.</li> <li>• We had a booth at the annual Crawdad Festival in April.</li> <li>• We had a booth at the Claybank Jamboree in October.</li> <li>• We held TIPS classes March 12-May 14, 2020, and September 10-November 12, 2020.</li> <li>• DHR had a float in the Ozark Christmas Parade to advertise for foster/adoptive parents.</li> <li>• Resource worker spoke at United Methodist men’s club breakfast in October, at Rotary Club in January, and at Kiwanis Club in August.</li> <li>• We held a community trunk or treat at the office and passed out flyers to advertise for foster/adoptive parent needs.</li> </ul>
24	Dallas	<p>Submitted by Wanda Goodwin</p> <p>Dallas County Foster/Adoptive Home Recruitment Plan for FY 2019</p> <p>October 2018 –</p>	<p>Submitted by Wanda Goodwin, 5/11/2020</p> <p>Dallas County Foster/Adoptive Home Recruitment Plan for FY 2019</p> <p>October 2018 - Completed</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>10/20-Recruitment booth displayed at Get Fit Selma, Wallace Community College</p> <p>November 2018 – 11/15-Recruitment packages mailed to 20 local churches in an effort to identify 12 prospective foster homes by Christmas 2018</p> <p>January 2019 – 01/08-TIPS Orientation open to the public published in newspaper Community Events section</p> <p>February 2019 - Display recruitment materials with local businesses</p> <p>March 2019 – Meet with local Ministerial Alliance</p> <p>April 2019 – Display recruitment booth at annual ‘Spring Fling’ hosted by Dallas County Foster Parent Association</p> <p>May 2019 – In honor of National Foster Care Month, an appreciation dinner for foster parents will be held with media coverage to publicize the event</p> <p>June 2019 – Display recruitment booth at 2<sup>nd</sup> annual community ‘Family Fun Day’ hosted by the Edmunite Missions (Catholic Social Services)</p> <p>August 2019 - TIPS orientation open to the public to be published in newspaper Community Events section</p>	<p>10/20-Recruitment booth displayed at Get Fit Selma, Wallace Community College</p> <p>November 2018 - Completed 11/15-Recruitment packages mailed to 20 local churches in an effort to identify 12 prospective foster homes by Christmas 2018</p> <p>January 2019 - Completed 01/08-TIPS Orientation open to the public published in newspaper Community Events section</p> <p>March 2019 - Completed Meet with local Ministerial Alliance</p> <p>April 2019 – Event not held Display recruitment booth at annual ‘Spring Fling’ hosted by Dallas County Foster Parent Association</p> <p>May 2019 - Completed In honor of National Foster Care Month, an appreciation dinner for foster parents will be held with media coverage to publicize the event</p> <p>June 2019 - Completed Display recruitment booth at 2<sup>nd</sup> annual community ‘Family Fun Day’ hosted by the Edmunite Missions (Catholic Social Services)</p> <p>August 2019 - Completed TIPS orientation open to the public to be published in newspaper Community Events section</p>
25	DeKalb	<p>Submitted by Suzanne Thomas, 1/24/2019</p> <p>DeKalb County 2019 Recruitment Plan</p> <ol style="list-style-type: none"> <li>County will team with DeKalb FPA and have yard signs to place strategically throughout the county to recruit</li> </ol>	<p>Submitted by Denise Raines, 5/14/2020</p> <p>Completed:</p> <ol style="list-style-type: none"> <li>County will team with DeKalb FPA and have yard signs to place strategically throughout the county to recruit</li> </ol>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>more foster families. Resource development Supervisor will contact municipalities for permission to place signs and staff will team to place the signs.</p> <ol style="list-style-type: none"> <li>2. The Department will contact the Tourist Information Center about posting information on the Marquee.</li> <li>3. County will contact local churches and ask them to make an announcement in their bulletins and see if they will advertise on their marquees.</li> <li>4. County will contact Time Journal ask to run a picture of the foster and adoptive parents of the year.</li> <li>5. Encourage staff to recruit in their churches/communities; provide them with basic information regarding the need for foster parents.</li> <li>6. Contact current foster parents and utilize them in speaking engagements.</li> <li>7. Develop a flyer for distribution and ask Bruce's Foodland to add the flyer to grocery bags.</li> <li>8. Ask permission to set up a booth at the spring and fall county fair.</li> </ol>	<p>more foster families. Resource development Supervisor will contact municipalities for permission to place signs and staff will team to place the signs.</p> <ol style="list-style-type: none"> <li>2. The Department will contact the Tourist Information Center about posting information on the Marquee.</li> <li>3. County will contact local churches and ask them to make an announcement in their bulletins and see if they will advertise on their marquees.</li> <li>4. County will contact Time Journal ask to run an article about recruitment for foster parents.</li> <li>5. Encourage staff to recruit in their churches/communities; provide them with basic information regarding the need for foster parents.</li> </ol>
26	Elmore	<p>Submitted by Michelle Wood, 5/15/2020</p> <ul style="list-style-type: none"> <li>• During the month of February DHR will print and provide bulletin inserts to area churches. Adoption incentive funds will be utilized for the printing of the inserts.</li> <li>• During the month of February workers, supervisors, and the Director will present to local churches regarding the need for foster families in the county.</li> <li>• Elmore County DHR will check with local county magazines, Elmore County Living and Lake Martin Living, regarding running a story on foster care during the month of February.</li> <li>• Elmore County DHR will check with local radio stations about running a radio ad during the months of February and March or providing a spot for an interview promoting the need for foster homes in Elmore County.</li> <li>• Director, resource worker, or supervisor will speak at local civic clubs and organizations throughout the year</li> </ul>	<p>Completed strategies:</p> <ul style="list-style-type: none"> <li>• Bulletin inserts and hanging flyers were printed and provided to local churches</li> <li>• Staff gave presentations at local churches about the need for foster families</li> <li>• Local county magazine Elmore County Living ran a story about fostering and interviewed several foster families</li> <li>• Foster care supervisor and Resource worker appeared on WSFA Alabama Live to promote upcoming TIPS classes</li> <li>• Foster care supervisor appeared on a local radio talk show one morning to discuss fostering</li> <li>• Director spoke at several civic organization regarding the need for foster homes</li> <li>• DHR set up a table/booth at local events including Elmore County Family Fun Day</li> <li>• Hand held fans with fostering information contacts were printed and handed out at local events</li> <li>• Incentives were offered to current foster parents for referring prospective foster parents</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>regarding the foster care program and provide application information.</p> <ul style="list-style-type: none"> <li>• Elmore County DHR will check on the availability and cost for a billboard on US Highway 231 in Elmore County and run an ad on the billboard for foster home recruitment. Adoption incentive funds will be used for this depending on the cost.</li> <li>• Elmore County DHR will set up a table/booth at local county events and festivals throughout the year to promote foster care. Adoption incentive funds will be utilized to purchase goodies (magnets, notepads, pens, koozies) to be given away at these events with county contact information.</li> <li>• Elmore County DHR will check on purchasing car magnets for interested employees promoting foster home recruitment and local county information.</li> <li>• Incentives will be offered for current foster parents who refer prospective parents who complete GPS.</li> </ul>	
27	Escambia	<p>Submitted by Tracie James 5/11/2020</p> <p>January:</p> <ul style="list-style-type: none"> <li>• I (foster) CARE: Introduce our communities to this phrase. This is the slogan that we will use throughout the year with local vendors and merchandising items (shirts, window clings, coffee mugs, etc.).</li> <li>• DriveTime Podcast (FBLive) (Date/Time TBA)</li> </ul> <p>Completed</p> <ul style="list-style-type: none"> <li>• End of January: Flyers in Brewton Re: Training in February</li> <li>• Sanctity of Life service at local churches OR Bulletin Insert (3rd Sunday in January)</li> </ul> <p>*Church bulletin insert. Will provide to churches throughout the county.</p> <ul style="list-style-type: none"> <li>• Will also schedule with schools that may have a PTO meeting scheduled in spring semester.</li> </ul>	<p>Our Resource Worker at the time completed the Podcast, Facebook post, and speaking engagements at churches and local civic groups. Some of the activities were not permitted due to funding not being available i.e. signs, coffee mug wraps, magnets, etc. Our Resource Worker resigned in July 2019 so the activities for the remainder of the year were not completed either. We have been unable to fill the resource position.</p> <p>January:</p> <ul style="list-style-type: none"> <li>• I (foster) CARE : Introduce our communities to this phrase. This is the slogan that we will use throughout the year with local vendors and merchandising items (shirts, window clings, coffee mugs, etc.).</li> <li>• <b>Completed</b> - DriveTime Podcast (FBLive) (Date/Time TBA)</li> <li>• End of January: Flyers in Brewton Re: Training in February</li> <li>• Sanctity of Life service at local churches OR Bulletin Insert (3rd Sunday in January)</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Contact churches looking toward May: Foster Care Awareness Month</li> <li>February: <ul style="list-style-type: none"> <li>• Flyers in Atmore &amp; Flomaton Re: Training in late Feb/early March</li> <li>• Marque advertisement in downtown Brewton and at Wind Creek Casino</li> <li>• I (foster) CARE magnetic clings for vehicles</li> <li>• Coffee mugs at area coffee houses (American Coffee House &amp; The Coffee House LLC)</li> <li>• Training Weekend</li> </ul> </li> <li>March: <ul style="list-style-type: none"> <li>• School PTO meetings previous scheduled</li> <li>• Flyers attached to take-out boxes/bags at local restaurants. Will coordinate a specific busy night to push flyers countywide.</li> </ul> </li> <li>April: <ul style="list-style-type: none"> <li>• Outreach to local nurses and medical personnel: Outreach packets provided to nursing stations and EMT states.</li> </ul> </li> <li>May: <ul style="list-style-type: none"> <li>• Mobile Advertisements: Pop-up signs around town in parks, curbsides, splash pad, etc.</li> <li>• Ball Team Sponsorship</li> <li>• FOSTER CARE AWARENESS MONTH: It is my intention to be a part of church program each Sunday morning/evening and/or Wednesday night of this month. I will begin contacting churches in January. Completed</li> </ul> </li> <li>June: <ul style="list-style-type: none"> <li>• Blueberry Festival Booth (Brewton, AL)</li> <li>• Training Weekend</li> </ul> </li> <li>July: <ul style="list-style-type: none"> <li>• Project Christmas in July : Kick-off Christmas season with extensive recruitment in local churches</li> <li>• Training Weekend</li> </ul> </li> <li>August: <ul style="list-style-type: none"> <li>• Football season festivities</li> </ul> </li> <li>September: <ul style="list-style-type: none"> <li>• Railroad Junction Day (Flomaton, AL)</li> </ul> </li> <li>October: <ul style="list-style-type: none"> <li>• Williams Station Day (Atmore, AL)</li> </ul> </li> </ul>	<p>*Church bulletin insert. Will provide to churches throughout the county.</p> <ul style="list-style-type: none"> <li>• Will also schedule with schools that may have a PTO meeting scheduled in spring semester.</li> <li>• Contact churches looking toward May: Foster Care Awareness Month</li> <li>February: <ul style="list-style-type: none"> <li>• Flyers in Atmore &amp; Flomaton Re: Training in late Feb/early March</li> <li>• Marque advertisement in downtown Brewton and at Wind Creek Casino</li> <li>• I (foster) CARE magnetic clings for vehicles</li> <li>• Coffee mugs at area coffee houses (American Coffee House &amp; The Coffee House LLC)</li> <li>• Training Weekend</li> </ul> </li> <li>March: <ul style="list-style-type: none"> <li>• School PTO meetings previous scheduled</li> <li>• Flyers attached to take-out boxes/bags at local restaurants. Will coordinate a specific busy night to push flyers countywide.</li> </ul> </li> <li>April: <ul style="list-style-type: none"> <li>• Outreach to local nurses and medical personnel: Outreach packets provided to nursing stations and EMT states.</li> </ul> </li> <li>May: <ul style="list-style-type: none"> <li>• Mobile Advertisements: Pop-up signs around town in parks, curbsides, splash pad, etc.</li> <li>• Ball Team Sponsorship</li> <li>• <b>Completed</b> -FOSTER CARE AWARENESS MONTH: It is my intention to be a part of church program each Sunday morning/evening and/or Wednesday night of this month. I will begin contacting churches in January.</li> </ul> </li> <li>June: <ul style="list-style-type: none"> <li>• Blueberry Festival Booth (Brewton, AL)</li> <li>• Training Weekend</li> </ul> </li> <li>July: <ul style="list-style-type: none"> <li>• <b>Completed</b>- Project Christmas in July : Kick-off Christmas season with extensive recruitment in local churches</li> <li>• Training Weekend</li> </ul> </li> <li>August: <ul style="list-style-type: none"> <li>• Football season festivities</li> </ul> </li> <li>September: <ul style="list-style-type: none"> <li>• Railroad Junction Day (Flomaton, AL)</li> </ul> </li> </ul>

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		<ul style="list-style-type: none"> <li>• Sponsor booth at local fall festivals (Flomaton ES and Pollard-McCall School)</li> </ul> November: <ul style="list-style-type: none"> <li>• Training Weekend</li> <li>• ADOPTION AWARENESS MONTH: Scheduled church programs and outreach opportunities.</li> </ul> December: <p>In addition to the monthly opportunities that are listed above, I believe that our greatest success will come from consistent presence in our communities. There will be a concerted effort to keep the attention of our supporters and potential resources via social media and “pop-ups” at festivals and outreaches. I will also reach out to community churches, making myself available for opportunities to share the message of foster care. I sincerely believe that if we do not let the community forget our faces or our message, our support network will grow.</p>	October: <ul style="list-style-type: none"> <li>• Williams Station Day (Atmore, AL)</li> <li>• Sponsor booth at local fall festivals (Flomaton ES and Pollard-McCall School)</li> </ul> November: <ul style="list-style-type: none"> <li>• Training Weekend</li> <li>• ADOPTION AWARENESS MONTH: Scheduled church programs and outreach opportunities.</li> </ul> December: <p>In addition to the monthly opportunities that are listed above, I believe that our greatest success will come from consistent presence in our communities. There will be a concerted effort to keep the attention of our supporters and potential resources via social media and “pop-ups” at festivals and outreaches. I will also reach out to community churches, making myself available for opportunities to share the message of foster care. I sincerely believe that if we do not let the community forget our faces or our message, our support network will grow.</p>
28	Etowah	Submitted by Jenna Gilliland, 1/2/2019 <p>January: Speaking at Cross Creek Community Church            February: Our resource unit will mail packets and letters to all surrounding churches to place out at their church and we will follow up with them.            March: We will attend First Friday in downtown Gadsden to display our information and reach out to the community.            April: We will attend/reach out to others at the child abuse/neglect ceremony            May: We will be having an appreciation meal for our current foster parents and asking them to bring a prospective foster parent with them.            June/July: partner with Meadowbrook Baptist church and post flyers and posters throughout the community            August-December: We will attend agency fairs to recruit.</p>	Submitted by Jenna Gilliland, 5/14/2020 <p>Completed efforts:</p> <p>March: We will attend First Friday in downtown Gadsden to display our information and reach out to the community.            April: We will attend/reach out to others at the child abuse/neglect ceremony</p> <p>August-December: We will attend agency fairs to recruit.</p> <p>We had a fall fest recruitment event for our foster families and asked that they bring a prospective foster parent with them in October 2018.</p>
29	Fayette	Submitted by Jason Cowart, 11/20/2018 <p>Fayette County</p> <p>Next class is set to start 14 January 2019 with an orientation on 7 January 2019.</p>	Submitted by Myra Rainey: <p>Completed strategies:</p> <p>TIPS class held in January 2019.</p>

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		<p>Fayette County has been running weekly information in the local newspaper, radio, social media, and there will be some information in the local section of the Alabama Baptist paper that comes out monthly. This county also had a booth set up at the local county fair in October 2018 which provided much information to those interested.</p>	<p>County set up foster parent recruitment booth at the local county fair in October 2018.</p> <p>Placed signs throughout the county.</p>
30	Franklin	<p>Submitted by Amber Steward, 5/17/2019</p> <p>Recruitment</p> <ul style="list-style-type: none"> <li>• Hold 2 TIPS class for the 2019 year. We are currently on night 6 of TIPS.</li> <li>• Place an ad in the Franklin County Times for National Foster Care Month to recruit potential FP.</li> <li>• Speak to 3 or 4 church and/or community groups.</li> <li>• Recruit foster parent applicants through newspaper advertisements/articles or public service announcements.</li> <li>• Try to arrange at least one speaking engagement for the year at organizations of diverse cultural.</li> <li>• Incentive to licensed foster parents to recruit (\$100.00 per foster home that completed TIPS and is licensed as a new foster home).</li> </ul>	<p>Submitted by Amber Steward:</p> <p>Completed strategies:</p> <ul style="list-style-type: none"> <li>• Held 2 TIPS classes for 2019 year.</li> <li>• Placed an ad in the Franklin County Times for National Foster care month to recruit potential FP.</li> <li>• Spoke to 3 church and/or community groups.</li> <li>• Recruited foster parent applicants through newspaper advertisements.</li> <li>• Incentive to licensed foster parents to recruit (\$100 per foster home that completed TIPS and was licensed as a new foster home).</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
31	Geneva	<p data-bbox="457 152 926 180">Submitted by Jason Hughes, 5/15/2020</p> <ul data-bbox="554 215 1171 651" style="list-style-type: none"> <li data-bbox="554 215 1066 243">• Booth at Geneva County DHR quarterly</li> <li data-bbox="554 248 1094 305">• Booth at Court House during foster parent appreciation month</li> <li data-bbox="554 310 1171 399">• Facebook advertising that promotes phone calls, office visits, or home visits for anyone interested in becoming a foster parent.</li> <li data-bbox="554 404 1129 461">• Deciding Together offered to everyone at the time of application.</li> <li data-bbox="554 466 961 493">• Articles in newspaper quarterly</li> <li data-bbox="554 498 1146 555">• Recruitment information sent to all churches in Geneva County</li> <li data-bbox="554 560 1150 651">• Information sent to every person who inquired about foster parenting. Supervisor followed-up with every inquiry.</li> </ul>	<p data-bbox="1209 152 1339 180">Completed</p> <ul data-bbox="1352 215 1982 711" style="list-style-type: none"> <li data-bbox="1352 215 1871 243">• Booth at Geneva County DHR quarterly</li> <li data-bbox="1352 248 1982 305">• Booth at Court House during foster parent appreciation month</li> <li data-bbox="1352 310 1982 420">• Facebook advertising that promotes phone calls, office visits, or home visits for anyone interested in becoming a foster parent.</li> <li data-bbox="1352 425 1982 493">• Deciding Together offered to everyone at the time of application.</li> <li data-bbox="1352 498 1759 526">• Articles in newspaper quarterly</li> <li data-bbox="1352 531 1982 604">• Recruitment information sent to all churches in Geneva County</li> <li data-bbox="1352 609 1982 711">• Information sent to every person who inquired about foster parenting. Supervisor followed-up with every inquiry.</li> </ul>
32	Greene	<p data-bbox="409 920 848 948">Submitted by Beverly Vester, 5/11/20</p> <p data-bbox="409 984 1035 1040">2019 Greene County DHR Local Recruitment Plans for Foster/Adoptive Families</p> <ol data-bbox="409 1045 1178 1404" style="list-style-type: none"> <li data-bbox="409 1045 1178 1135">1. In May Greene County DHR will place flyers and other literature at the Library, Courthouse, and local Churches to inform the community of the need for Foster/Adoptive Parents.</li> <li data-bbox="409 1140 1178 1255">2. On May 17, 2019 Greene County DHR will host a Luncheon with local Pastors and Ministers to discuss with them the need for Foster/Adoptive parents in our county so they can go back and spread the information to their congregations.</li> <li data-bbox="409 1260 1142 1349">3. Greene County DHR will continue to place signs in the community to let people know how to contact us if they need more information regarding becoming a Foster Parent.</li> <li data-bbox="409 1354 1178 1404">4. Greene County DHR Resource worker will speak to local organizations to discuss the need for Foster/Adoptive Parents.</li> </ol>	<p data-bbox="1209 920 1648 948">Submitted by Beverly Vester, 5/11/20</p> <p data-bbox="1209 984 1520 1011">2019 Greene County DHR</p> <p data-bbox="1209 1045 1835 1073">Local Recruitment Plans for Foster/Adoptive Families</p> <ol data-bbox="1209 1109 1982 1373" style="list-style-type: none"> <li data-bbox="1209 1109 1982 1203">1. In May Greene County DHR will place flyers and other literature at the Library, Courthouse, and local Churches to inform the community of the need for Foster/Adoptive Parents. <b>COMPLETED</b></li> <li data-bbox="1209 1273 1982 1373">2. On May 17, 2019 Greene County DHR will host a Luncheon with local Pastors and Ministers to discuss with them the need for Foster/Adoptive parents in our county so they can go</li> </ol>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>5. Each month the local Newspaper will highlight the need for Foster/Adoptive Parents in Greene County.</p>	<p>back and spread the information to their congregations. COMPLETED</p> <p>3. Greene County DHR will continue to place signs in the community to let people know how to contact us if they need more information regarding becoming a Foster Parent. COMPLETED</p> <p>4. Greene County DHR Resource worker will speak to local organizations to discuss the need for Foster/Adoptive Parents. COMPLETED</p> <p>5. Each month the local Newspaper will highlight the need for Foster/Adoptive Parents in Greene County. Still working on.</p>
33	Hale	<p>Submitted by Mattie Harris, 5/19/20</p> <p>2019 January 2019 Flyers will be placed at hospitals who service the county. o Hale County Hospital o DCH o Bryan Whitfield o Northport Medical Center February 2019 Church Speaking engagements or contact with Pastors or Secretaries to be mentioned in church announcements Give flyers to school to send with bulletins. Discuss with QA committee ways to recruit March 2019 Contact local churches to advertise in church bulletins by March 15, 2019. Contact a local chapter of a sorority or fraternity to spread awareness by March 15, 2019. Zeta Phi Beta/Delta/..... April 2019 Advertise in local newspapers May 2019</p>	<p>Submitted by Mattie Harris, 5/19/20</p> <p>2019 January 2019 Flyers will be placed at hospitals who service the county. o Hale County Hospital o DCH o Bryan Whitfield o Northport Medical Center (Completed)</p> <p>May 2019 Distribution of flyers/brochures to local Hospitals May 30, 2019 (Completed)</p> <p>September 2019 We will contact schools within the county and send out flyers with monthly bulletins. Presentation at Greensboro Elementary PTO.</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>Distribution of flyers/brochures to local Hospitals May 30, 2019</p> <p>June 2019 Give flyers to parents at Boys &amp; Girls Club</p> <p>July 2019 Brochures, posters, flyers area churches</p> <p>August 2019 Brochures, posters, flyers area churches-All Staff</p> <p>September 2019 We will contact schools within the county and send out flyers with monthly bulletins. Presentation at Greensboro Elementary PTO. Flyers placed in Church Bulletins. Advertise in Bank statements</p>	<p>Flyers placed in Church Bulletins.</p> <p>Advertise in Bank statements (Completed)</p>
34	Henry	<p>Submitted by Julie Lindsey 5/11/2020</p> <p>We will continue to provide TIPS classes at least twice a year; depending upon the number of inquiries received, this may be held by partnering with a neighboring county. Deciding Together will continue to be made a priority and completed as needed.</p> <p>October     Table set up at Harvest Day and information will be handed out</p> <p>November     Booth at the National Peanut Festival promoting fostering and adopting with handouts Proclamation will be signed by Probate Judge for Adoption Month and published in the local newspaper</p> <p>December     Post on social media providing information regarding the need for foster/adoptive parents</p> <p>January     Have an article ran in local newspapers regarding the need for foster/adoptive parents and upcoming TIPS Class</p>	<p>We will continue to provide TIPS classes at least twice a year; depending upon the number of inquiries received, this may be held by partnering with a neighboring county. Deciding Together will continue to be made a priority and completed as needed.</p> <p>October     Table set up at Harvest Day and information will be handed out</p> <p>November     Completed- Booth at the National Peanut Festival promoting fostering and adopting with handouts Proclamation will be signed by Probate Judge for Adoption Month and published in the local newspaper</p> <p>December     Completed- Post on social media providing information regarding the need for foster/adoptive parents</p> <p>January     Have an article ran in local newspapers regarding the need for foster/adoptive parents and upcoming TIPS Class</p> <p>February     Completed- Table set up at Career Fair and</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>February Table set up at Career Fair and information will be handed out</p> <p>Provide information to all local churches to include in their church bulletins throughout this month</p> <p>Provide signs to businesses, churches, and civic organizations to place in their store window fronts and/or front lawns</p> <p>Send recruitment letters to local civic groups, clubs, organizations, etc.</p> <p>Post on social media and newspaper outlets</p>	<p>information will be handed out</p> <p>Provide information to all local churches to include in their church bulletins throughout this month</p> <p>Provide signs to businesses, churches, and civic organizations to place in their store window fronts and/or front lawns</p> <p>Completed- Send recruitment letters to local civic groups, clubs, organizations, etc.</p> <p>Completed- Post on social media and newspaper outlets</p>
		<p>March Host a "Interest Meeting"</p>	<p>March Host a "Interest Meeting"</p>
		<p>April Table set up at Yatta Abba Day and information will be handed out</p> <p>Table set up at Relay for Life and information will be handed out</p>	<p>April Table set up at Yatta Abba Day and information will be handed out</p> <p>Completed- Table set up at Relay for Life and information will be handed out</p>
		<p>May Table set up at Day Lilly Festival and information will be handed out</p> <p>Proclamation will be signed by Juvenile Judge for Foster Care Month and published in the local newspaper</p> <p>Contact local television and/or newspaper to complete a feature</p>	<p>May Table set up at Day Lilly Festival and information will be handed out</p> <p>Completed- Proclamation will be signed by Juvenile Judge for Foster Care Month and published in the local newspaper</p> <p>Contact local television and/or newspaper to complete a feature</p>
		<p>June Contact local churches, civic groups, clubs and/or organizations to go speak at to provide information</p> <p>Distribute coloring sheets to local restaurants, daycare centers and/or summer school programs regarding Open Your Heart, Open Your Home</p>	<p>June Completed- Contact local churches, civic groups, clubs and/or organizations to go speak at to provide information</p> <p>Distribute coloring sheets to local restaurants, daycare centers and/or summer school programs regarding Open Your Heart, Open Your Home</p>
			<p>July Host a "Interest Meeting"</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		July Host a "Interest Meeting" August Provide in service training to local schools September Provide in service training to local law enforcement	August Provide in service training to local schools September Provide in service training to local law enforcement
35	Houston	Submitted by Anna Nolen 5/13/2020  *Houston County has already mailed out letters to 30 of our local churches inquiring on February emphasis January <ul style="list-style-type: none"> <li>• Contact local coffee shops, restaurants, library, and boutiques to request that we place a flier with information in regards to classes in February 2019 and info on fostering/adoption in their window.</li> <li>• Follow up with local churches (call)</li> <li>• Contact WDHN and WTVY news station in regards to coverage in February</li> </ul> February <ul style="list-style-type: none"> <li>• Calvary Baptist Church Recruitment Activity Day</li> <li>• WDHN and WTVY segments</li> <li>• Feature a foster family in Dothan Neighborhood Magazine</li> <li>• Follow up with local churches (call)</li> </ul> **TIPS class scheduled to start 2/12/19 March <ul style="list-style-type: none"> <li>• Foster Fest (provide info/ set up booth)</li> <li>• Purchase fans for outdoor recruitment events (TriState Graphics)</li> </ul> April <ul style="list-style-type: none"> <li>• Exchange Center 5k – Set up an info table and have a team from the Dept. participate (4/29)</li> <li>• Empowered to Connect Conference at Harvest Church</li> </ul> May <ul style="list-style-type: none"> <li>• Dothan City and Houston County Commission meetings and receive Foster Care awareness month proclamation</li> </ul>	*Houston County has already mailed out letters to 30 of our local churches inquiring on February emphasis January <ul style="list-style-type: none"> <li>• Contact local coffee shops, restaurants, library, and boutiques to request that we place a flier with information in regards to classes in February 2019 and info on fostering/adoption in their window.</li> <li>• Follow up with local churches (call)</li> <li>• Contact WDHN and WTVY news station in regards to coverage in February</li> </ul> February <ul style="list-style-type: none"> <li>• Calvary Baptist Church Recruitment Activity Day</li> <li>• WDHN and WTVY segments</li> <li>• Feature a foster family in Dothan Neighborhood Magazine</li> <li>• Follow up with local churches (call)</li> </ul> March <ul style="list-style-type: none"> <li>• Foster Fest (provide info/ set up booth)</li> <li>• Purchase fans for outdoor recruitment events (TriState Graphics)</li> </ul> April <ul style="list-style-type: none"> <li>• Exchange Center 5k – Set up an info table and have a team from the Dept. participate (4/29)</li> <li>• Empowered to Connect Conference at Harvest Church</li> </ul> May <ul style="list-style-type: none"> <li>• Dothan City and Houston County Commission meetings and receive Foster Care awareness month proclamation</li> <li>• Not Completed-WDHN, WTVY, Live at Lunch Segment</li> <li>• Radio Show</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• WDHN, WTVY, Live at Lunch Segment</li> <li>• Radio Show</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• Partner with local church to share with the congregation or provide info in the bulletin</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• Cup of Courage Women's Conference with Church at the Crossing</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• Foster Fest (provide info/ set up booth)</li> <li>• Contact local coffee shops, restaurants, library, and boutiques to request the opportunity to place a flier with information in regards to classes in February 2019 and info on fostering/adoption.</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• Partner with local High School to provide info at Football games</li> </ul> <p>** TIPS class tentatively begin this month</p> <p>October</p> <ul style="list-style-type: none"> <li>• Partner with local High School to provide info at Football games</li> <li>• House of Ruth Domestic Violence Vigil Community Event</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• Orphan Sunday at Harvest Church</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Saddle Up Santa Event</li> <li>• Dothan Downtown Christmas Fest</li> </ul>	<p>June</p> <ul style="list-style-type: none"> <li>• Partner with local church to share with the congregation or provide info in the bulletin</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• Not Completed-Cup of Courage Women's Conference with Church at the Crossing</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• Not Completed-Foster Fest (provide info/ set up booth)</li> <li>• Contact local coffee shops, restaurants, library, and boutiques to request the opportunity to place a flier with information in regards to classes in February 2019 and info on fostering/adoption.</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• Partner with local High School to provide info at Football games</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• Partner with local High School to provide info at Football games</li> <li>• House of Ruth Domestic Violence Vigil Community Event</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• Orphan Sunday at Harvest Church</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Saddle Up Santa Event</li> </ul> <p>Not Completed- Dothan Downtown Christmas Fest</p>
36	Jackson	<p>Submitted by Kristie Crabtree:</p> <p>Recruitment Plan fiscal year 2019:</p> <ul style="list-style-type: none"> <li>○ TIPS class in February and September/Deciding Together as needed</li> <li>○ Information about classes is mailed to all churches within the county at least one month prior to classes beginning</li> </ul>	<p>Submitted by Kristie Crabtree:</p> <p>Recruitment Efforts completed FY 2019:</p> <ul style="list-style-type: none"> <li>○ Emailed information about classes to local churches, yard signs, signs at softball fields, ad on school calendars, speaking engagements with civic organizations, paid recruitment incentives, Easter Party, Back to School Party, Christmas</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>○ Posters will be hung at local businesses prior to classes</li> <li>○ Contact banks and other business with marquis to advertise classes</li> <li>○ Recruitment yard signs</li> <li>○ Recruitment signs at athletic events or other school events</li> <li>○ Recruitment ad on School Calendars</li> <li>○ Bookmarks and other informative materials provided during any recruiting events</li> <li>○ Worker sends postcards/application packets to all inquiries about foster parenting</li> <li>○ Contact newspapers about approved articles prior to classes/FAPA does public appreciation in the newspaper</li> <li>○ Luggage and clothing donations from Unclaimed Baggage to help integrate into placement</li> <li>○ Working with AFAPA and MCFAPA to rebuild local clothing closet.</li> <li>○ Speaking engagements with churches, church groups, other organizations.</li> <li>○ Ask Chamber Chat to feature a local foster parent</li> <li>○ Keep Facebook page updated.</li> <li>○ Recruitment incentive paid to current foster parents as they refer families that become licensed.</li> <li>○ Worker is present at monthly FAPA meetings to provide training and support</li> <li>○ Provide CPR classes and water safety classes at DHR or make referral to another agency along with payment arrangements</li> <li>○ Licensing worker and foster parent co-lead will attend AFAPA Conference. This conference will be made available to all foster parents to attend.</li> <li>○ February-set up information at 1 or 2 local libraries with free bookmarks</li> <li>○ May-foster parent appreciation dinner-Recognize Foster Parent of the Year and Social Worker of the Year</li> <li>○ June-National Reunification Month (training)</li> <li>○ August-Back to School Party</li> </ul>	<p>Party, present at every FAPA meeting. Maintain FAPA FB page to assist in recruiting and share training. Added a private FB page for sharing clothes, toys, baby items, etc. Encouraging staff to recruit with their friends, family, churches, and community (Incentive provided by director)</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>○ November-adoption</li> <li>○ December- Christmas Party</li> <li>○ Purchase life book materials and provide at local FAPA meetings</li> <li>○ Making inserts to give to the churches for their bulletins</li> <li>○ Utilizing foster parents more in recruiting efforts</li> <li>○ Presentation to all units within DHR to provide current licensing information and Encouraging staff to recruit with their friends, family, churches, and community (Incentive provided by director)</li> <li>○ Foster parent encouragement cards or incentives quarterly</li> <li>○ Work with FAPA president to contact and support potential resources</li> <li>○ Contact businesses/organizations to see if they will advertise classes on their website, Facebook, and other media.</li> <li>○ Develop a recruitment team and meet at least quarterly</li> <li>○ Participate in the Mustang Community Resource Fair at Northeast Alabama CC</li> </ul>	
37	Jefferson - includes Bessemer Division	<p>Submitted by Anna Smith, 5/20/20</p> <p>Recruitment Activities:</p> <p>The Recruitment Committee will serve as a working group to assist with recruitment and retention of foster and adoptive resources in the county. The committee would expand our scope and assist with brainstorming recruitment ideas, identifying other resources, planning community based events and activities. The committee will meet Quarterly. Participants will be recruited from DHR staff, community partners including but not limited to medical community, Education, Law Enforcement, Foster Parent Association, Religious Community, Neighborhood Association presidents, Civic and Community Leaders, and Corporations,</p>	<p>Submitted by Anna Smith, 5/20/20</p> <p>Completed Recruitment Activities:</p> <p>The Recruitment Committee will serve as a working group to assist with recruitment and retention of foster and adoptive resources in the county. The committee would expand our scope and assist with brainstorming recruitment ideas, identifying other resources, planning community based events and activities. The committee will meet Quarterly. Participants will be recruited from DHR staff, community partners including but not limited to medical community, Education, Law Enforcement, Foster Parent Association, Religious Community, Neighborhood Association presidents, Civic and Community Leaders, and Corporations, Churches; children's policy council; and local foster parent support groups.</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>Churches; children’s policy council; and local foster parent support groups.</p> <p>Social Media – Continue to post notices of training, foster parent incentive payments, recruitment calendar of events on Jefferson County Alabama Foster Parent Association Facebook page. Dan Williams, Jefferson County foster parent association treasurer will serve as the contact.</p> <p>Ongoing Monthly efforts</p> <ul style="list-style-type: none"> <li>• Partnering with Educational Liaison to present at local school PTA meetings</li> <li>• Partnering with Medical Liaison to recruit and give information to hospital staff: Collaborate with Children’s Hospital of Alabama, U.A.B. Hospital, St. Vincent’s Hospital, Grandview Hospital, Brook wood Hospital, Princeton Hospital, and Trinity Medical Center to develop strategies for recruitment of homes for medically fragile children from the medical community.</li> <li>• Banners to be placed at local Ball Parks (Schools, Little League Fields, etc)</li> </ul> <p>January</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- January 9– March 23– Birmingham</li> <li>• TIPPS Orientation and Training – January 18- Lifeline</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• Poster &amp; Brochure Campaign- “Open your Heart”</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- March 22–May 31- Birmingham</li> <li>• Tannehill Trade Days – 3rd Saturday and Sunday- Recruitment Table (completed in May)</li> <li>• Place Open your heart posters and/or brochures in hospitals &amp; schools; physician offices</li> </ul> <p>April – Child Abuse Prevention Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – April 12- Lifeline</li> <li>• Recruitment Table at Child Abuse Awareness Program-</li> </ul> <p>May – Foster Care Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class May 15 – July 24– Bessemer</li> <li>• Foster Parent Appreciation Luncheon to include: Venue, Food, Speaker, Paper products, Invitations &amp; certificates (Luncheon was in June)</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• Newspaper ads in Tannehill Trader</li> </ul> <p>July</p>	<p>Social Media – Continue to post notices of training, foster parent incentive payments, recruitment calendar of events on Jefferson County Alabama Foster Parent Association Facebook page. Dan Williams, Jefferson County foster parent association treasurer will serve as the contact.</p> <p>Ongoing Monthly efforts Banners to be placed at local Ball Parks (Schools, Little League Fields, etc)</p> <p>January</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- January 9– March 23– Birmingham</li> <li>• TIPPS Orientation and Training – January 18- Lifeline</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• Poster &amp; Brochure Campaign- “Open your Heart”</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- March 22–May 31- Birmingham</li> <li>• Tannehill Trade Days – 3rd Saturday and Sunday- Recruitment Table (completed in May)</li> <li>• Place Open your heart posters and/or brochures in hospitals &amp; schools; physician offices</li> </ul> <p>April – Child Abuse Prevention Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – April 12- Lifeline</li> <li>• Recruitment Table at Child Abuse Awareness Program-</li> </ul> <p>May – Foster Care Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class May 15 – July 24– Bessemer</li> <li>• Foster Parent Appreciation Luncheon to include: Venue, Food, Speaker, Paper products, Invitations &amp; certificates (Luncheon was in June)</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• Newspaper ads in Tannehill Trader</li> </ul> <p>July</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Tannehill Trade Days – 3rd Saturday and Sunday- Recruitment Table (completed in May)</li> <li>• Place Open your heart posters and/or brochures in hospitals &amp; schools; physician offices</li> </ul> <p>April – Child Abuse Prevention Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – April 12- Lifeline</li> <li>• Recruitment Table at Child Abuse Awareness Program-</li> </ul> <p>May – Foster Care Month</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class May 15 – July 24– Bessemer</li> <li>• Foster Parent Appreciation Luncheon to include: Venue, Food, Speaker, Paper products, Invitations &amp; certificates (Luncheon was in June)</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• Newspaper ads in Tannehill Trader and Western Star</li> <li>• Pepper Place Farmer’s Market – Recruitment Table</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Tuesday July 17- Sept. 25- Birmingham</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – August 14- Lifeline</li> <li>• Diaper Drive (advertisement on local radio stations) - Plan to partner with Community Resource worker and Foster Parents (Partnership with Garrett’s Place)</li> </ul>	<ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Tuesday July 17- Sept. 25- Birmingham</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – August 14- Lifeline</li> <li>• Diaper Drive- Plan to partner with Community Resource worker and Foster Parents (Partnership with Garrett’s Place)</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Thursday Sept 13- Nov 15- Bessemer</li> <li>• Open your Heart and Hands Craft Fair- McAdory School- Recruitment Table-This was cancelled due to not having enough vendors.</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• Grant Street Baptist Craft Fair- Recruitment Table</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>September</p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Thursday Sept 13- Nov 15- Bessemer</li> <li>• Open your Heart and Hands Craft Fair- McAdory School- Recruitment Table-This was cancelled due to not having enough vendors.</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• Grant Street Baptist Craft Fair- Recruitment Table</li> </ul> <p>November – National Adoption Month</p> <ul style="list-style-type: none"> <li>• Partner with Heart Gallery Alabama to host Adoption Month event</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Recruitment planning for 2020.</li> </ul>	
38	Lamar	<p>Submitted by Randy Shelton, 5/8/20</p> <p>Lamar County Recruitment Plan 2019 Service Unit meet to discuss:</p> <ul style="list-style-type: none"> <li>(a) new ideas for foster parent recruitment</li> <li>(b) identify community partners for recruitment</li> <li>(c) identify workers willing to volunteer to speak</li> <li>(d) identify worker to respond to info requests</li> <li>(e) identify tracking system of responses</li> </ul> <p>Send letters to all local newspapers volunteering to speak about becoming foster/adoptive homes at church, civic, and organization meetings. The local newspapers are: The Lamar Democrat, The West Alabama Gazette, The Lamar Leader</p> <p>Make a list of local businesses and divide among service unit. Call local businesses and ask for permission to hang posters/place flyers.</p>	<p>Submitted by Randy Shelton, 5/8/20</p> <p>Lamar County's 2019 Recruitment Efforts: Supervisor went to two of the High Schools in the county and spoke with seniors about foster homes and encouraged them to have any adult who might be interested to contact DHR. Also encouraged the faculty to call DHR if they were interested in becoming licensed or knew someone who might be interested.</p> <p>Supervisor spoke with students at the Vocational School about foster homes and encouraged them to have any adult who might be interested in becoming a licensed foster home to contact DHR.</p> <p>We partnered with Fayette County and had one couple who completed TIPS training.</p> <p>We have utilized Heart Gallery to make photos of our children who are awaiting adoption with no identified resource. Two of</p>

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		<p>Send article to local newspapers regarding the need for foster/adoptive homes.</p> <p>Contact local radio station WVSA and request public service announcements for foster homes.</p> <p>We will contact the nearest Mississippi TV station (WCBI, Columbus, Ms) and request public service announcements for May.</p> <p>Take flyers and or posters to businesses that have agreed to partner.</p> <p>Ensure that each person that has inquired about becoming a foster/adoptive home has received a response from our agency.</p>	<p>our children were adopted as a result of their photos and story being on the website.</p> <p>We relied on the State DHR media campaign that airs public service announcements about the need for foster families in Alabama.</p>
39	Lauderdale	<p>Submitted by Jennifer Bolton, 5/11/20</p> <p>2019 recruitment plan: Lauderdale County</p> <ul style="list-style-type: none"> <li>• Send out notifications to all recipients who have inquired about being a foster parent.</li> <li>• Recent and from previous seven years.</li> <li>• Place PSA in the local newspaper (Times Daily)</li> <li>• Place PSA in the courier Journal (1/4 add provided this year with a graphic design that was donated)</li> <li>• Place PSA in other magazines (Shoals Woman Magazine and NOLA Magazine)</li> <li>• Request PSA from local radio stations. ( Kix 96, WQLT 107.3, WLAY 103.5, Rock 105.5, Star 94.9, WBTG 106.3, WBCF 97.1 and Alabama Public Radio)</li> <li>• Participate in community activities and provide awareness. (Set up tables at Handy Festival Events, Special Needs Carnival, and other local events)</li> <li>• Set up table at the local College Sports Activities. <ul style="list-style-type: none"> <li>o Football games</li> <li>o Baseball/Softball games</li> <li>o Basketball games</li> </ul> </li> <li>• Mail out letters regarding the need to all local churches in the area.</li> </ul>	<p>Submitted by Jennifer Bolton, 5/11/20</p> <p>2019 completed recruitment plan: Lauderdale County</p> <ul style="list-style-type: none"> <li>• Send out notifications to all recipients who have inquired about being a foster parent.</li> <li>• Recent and from previous seven years.</li> <li>• Place PSA in the local newspaper (Times Daily)</li> <li>• Place PSA in the courier Journal (1/4 add provided this year with a graphic design that was donated)</li> <li>• Place PSA in other magazines (Shoals Woman Magazine and NOLA Magazine)</li> <li>• Request PSA from local radio stations. ( Kix 96, WQLT 107.3, WLAY 103.5, Rock 105.5, Star 94.9, WBTG 106.3, WBCF 97.1 and Alabama Public Radio)</li> <li>• Participate in community activities and provide awareness. (Set up tables at Handy Festival Events, Special Needs Carnival, and other local events)</li> <li>• Set up table at the local College Sports Activities.</li> <li>• Football games</li> <li>• Baseball/Softball games</li> <li>• Basketball games</li> </ul>

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		<ul style="list-style-type: none"> <li>• Contact and speak to larger churches about the need for foster homes in the community (Christ Chapel, Crosspoint Church, Faith Church, First Assembly Church, Florence Boulevard Church of Christ, Highland Baptist Church, St. Joseph Catholic Church, Underwood Baptist Church, Woodmont Baptist Church, The Rock, Mars Hill Church, etc</li> <li>• Utilize social media regarding the need and classes- Post announcement on Social media and have workers/foster parents share the notice to get the word out.</li> <li>• Send information to local schools to post in teacher lounges- ask to speak about the need for foster homes to the teachers/staff during teacher in-service trainings.</li> <li>• Have Quality Assurance Team Members post in their organizations.</li> </ul>	<ul style="list-style-type: none"> <li>• Mail out letters regarding the need to all local churches in the area.</li> <li>• Contact and speak to larger churches about the need for foster homes in the community (Christ Chapel, Crosspoint Church, Faith Church, First Assembly Church, Florence Boulevard Church of Christ, Highland Baptist Church, St. Joseph Catholic Church, Underwood Baptist Church, Woodmont Baptist Church, The Rock, Mars Hill Church, etc</li> <li>• Utilize social media regarding the need and classes- Post announcement on Social media and have workers/foster parents share the notice to get the word out.</li> <li>• Send information to local schools to post in teacher lounges- ask to speak about the need for foster homes to the teachers/staff during teacher in-service trainings.</li> <li>• Have Quality Assurance Team Members post in their organizations.</li> </ul>
40	Lawrence	<p>Submitted by Debra Coffey, 12/28/2018</p> <p>Lawrence County DHR Foster/Adoptive Home Recruitment Plan For the new fiscal year of Oct. 2018 – Sept. 2019</p> <ul style="list-style-type: none"> <li>• In December 2018 our Interim Director and Child Welfare supervisor spoke at the inter-agency luncheon and handed out flyers regarding foster/adoptive parent recruitment.</li> <li>• Interim Director, Supervisor and QA/Resource Coordinator are working with our neighboring county (Morgan) to develop partnership related to recruitment of Foster/Adoptive Homes and strengthening of Foster Parent Associations.</li> <li>• Our department has flyers prepared for recruitment; they will be handed out at our annual community Health Fair, local churches, to providers for our department, and education personnel throughout the year.</li> <li>• During the month of Feb. our department will reach out to local churches to put a flyer in their bulletin each week.</li> </ul>	<p>Submitted by Sondra Landers:</p> <p>Completed strategies:</p> <ul style="list-style-type: none"> <li>• In December 2018 our Interim Director and Child Welfare supervisor spoke at the inter-agency luncheon and handed out flyers regarding foster/adoptive parent recruitment.</li> <li>• Interim Director, Supervisor and QA/Resource Coordinator are working with our neighboring county (Morgan) to develop partnership related to recruitment of Foster/Adoptive Homes and strengthening of Foster Parent Associations.</li> <li>• Our department has flyers prepared for recruitment; they will be handed out at our annual community Health Fair, local churches, to providers for our department, and education personnel throughout the year.</li> <li>• We will request permission to post this material in key locations around the county including; County Courthouse, local businesses, attorney's offices, and</li> </ul>

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		<p>We will request permission to post this material in key locations around the county including; County Courthouse, local businesses, attorney's offices, and medical offices in the community. In addition, we will request to hand them out to school personnel.</p> <ul style="list-style-type: none"> <li>• Our department will have a representative attending and speaking at the interagency meeting again during 2019.</li> <li>• Our foster parent resource worker will encourage current foster parents to recruit and will use the recruitment incentive fee for homes that become licensed that were referred by another foster parent.</li> </ul>	<p>medical offices in the community. In addition, we will request to hand them out to school personnel.</p> <ul style="list-style-type: none"> <li>• Our department will have a representative attending and speaking at the interagency meeting again during 2019.</li> <li>• Foster parents encouraged recruitment</li> </ul>
41	Lee	<p>Submitted by Emily Jones, 1/3/2019</p> <p>January: Contact local churches to ask that they post our flyer in their bulletin, during announcements, or screen display announcement for the month of February. TIPS class begins this month.</p> <p>February: 4<sup>th</sup> : Post flyers in the Auburn/Opelika Library</p> <p>11<sup>th</sup>: Post a brochure on social media</p> <p>18<sup>th</sup>: Post/give out flyers at High School basketball games</p> <p>25<sup>th</sup>: Information sessions at one church in Beauregard</p> <p>March: Information session at one church in Auburn</p> <p>April: Booth at Auburn City Fest. TIPS class begins this month.</p>	<p>Submitted by Lisa Kelley, 5/18/2020</p> <p>2019 Recruitment Plan for Lee County</p> <p>January:</p> <ul style="list-style-type: none"> <li>• Lee County DHR contacted local churches asking that they post our flier providing information about becoming a foster parent in their bulletins. The churches also agreed to mention the flier during announcements and to display it on their video boards during the month of February.</li> <li>• Lee County DHR started a TIPS class that began on 1/14/19 and ended on 3/18/19. This class resulted in six, licensed foster family homes.</li> </ul> <p>February:</p> <ul style="list-style-type: none"> <li>• During the month of February, Lee County DHR posted fliers in both the Auburn and Opelika public Libraries. We also posted a recruitment brochure on various social media platforms. Personal Facebook accounts were the most widely used for this activity.</li> <li>• Workers attended an Auburn University Men's basketball game. An informational booth was set up with fliers and other items showcasing the need for foster homes and the licensure process.</li> </ul> <p>March:</p> <ul style="list-style-type: none"> <li>• Lee County DHR completed an informational session at Golden Acres Church in Phenix City, Alabama. This was</li> </ul>

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		<p>May: National Foster Care Month-contact local radio stations to ask that they run our recruitment statement throughout the month. Post a brochure on social media.</p> <p>June: Family Day at Hickory Dickory Park. TIPS class begins this month.</p> <p>July: Information session at one church in Opelika.</p> <p>August: Back to School event. Post a brochure on social media.</p> <p>September: Information session at one church in Phenix City.</p> <p>October: Information session at one church in Smiths Station. TIPS class begins this month.</p> <p>November: National Adoption Month &amp; Foster Parent Appreciation month-Statement in local newspapers/radio station for advertising around adoption. Post a brochure on social media.</p> <p>December: Christmas Party.</p> <p>***For each TIPS class (there will be four classes held throughout the year), we will ask TIPS participants to bring a guest with them to each Panel Night session to introduce more people to the need for foster parents and allow them to gain insight into the process.</p>	<p>a Q&amp;A session where interested parties were able to interact with workers one on one to learn about fostering and the licensure process.</p> <ul style="list-style-type: none"> <li>• Workers attended an Auburn University Women’s Gymnastics Meet. An informational booth was set up with fliers and other items showcasing the need for foster homes and the licensure process.</li> </ul> <p>April:</p> <ul style="list-style-type: none"> <li>• The city of Auburn held its annual City Fest during the month of April. Lee County DHR rented a booth at this event that was set up with fliers and other items showcasing the need for foster homes and the licensure process.</li> <li>• Lee County DHR started a TIPS class that began on 4/2/19 and ended on 6/4/19. This class resulted in four licensed foster family homes.</li> <li>• Workers attended an Auburn University Women’s Softball Game. An informational booth was set up with fliers and other items showcasing the need for foster homes and the licensure process.</li> </ul> <p>May:</p> <ul style="list-style-type: none"> <li>• Lee County DHR contacted local radio stations to request that they run our recruitment statement throughout the month.</li> <li>• Another social media blast through Facebook was completed this month highlighting a recruitment flier.</li> <li>• Workers attended an Auburn University Men’s Baseball Game. An informational booth was set up with fliers and other items showcasing the need for foster homes and the licensure process.</li> </ul> <p>June:</p> <ul style="list-style-type: none"> <li>• Lee County held family day at Hickory Dickory Park for our foster children and foster parents. Popsicles were provided for the children and workers assisted with their care while the foster parents were able to socialize and get to know one another.</li> </ul> <p>July:</p> <ul style="list-style-type: none"> <li>• Lee County started a TIPS class that began on 7/11/19 and ended on 9/12/19. This class resulted in five, licensed foster family homes.</li> </ul> <p>August:</p>

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			<ul style="list-style-type: none"> <li>• BigHouse and The Village, two local organizations that assist foster children and foster parents, assisted Lee County DHR by agreeing to post recruitment brochures on their various social media accounts.</li> </ul> <p>September:</p> <ul style="list-style-type: none"> <li>• Another social media blast through Facebook was completed this month highlighting a recruitment flier.</li> </ul>
42	Limestone	<p>Submitted by Tracy Miller:</p> <p>Limestone County Recruitment Plan 2019</p> <ul style="list-style-type: none"> <li>➤ Recruitment signs placed throughout community beginning in January 2019</li> <li>➤ Select Churches will be presented with information on fostering/adopting (April 2019)</li> <li>➤ Radio - the local radio station will continue to routinely announce information about TIPS classes. (Feb. 2019)</li> <li>➤ Attend community meeting (Step Up) to present information/recruit potential foster/adoptive parents (Feb. 2019)</li> <li>➤ Recruit at City Hall Counsel Meeting (Feb. 2019)</li> <li>➤ Eat, Enjoy, Explore Day... Recruitment Effort in community to educate/recruit potential foster/adoptive parents. (July 2019)</li> </ul> <p>Celebration/Recruitment reception to promote awareness and recognize parents who have adopted in past year and current year. (November 2019)</p>	<p>Submitted by Tracy Miller:</p> <p>Completed strategies:</p> <ul style="list-style-type: none"> <li>➤ Recruitment signs placed throughout community beginning in January 2019</li> <li>➤ Radio - the local radio station will continue to routinely announce information about TIPS classes. (Feb. 2019)</li> <li>➤ Attend community meeting (Step Up) to present information/recruit potential foster/adoptive parents (Feb. 2019)</li> <li>➤ Eat, Enjoy, Explore Day... Recruitment Effort in community to educate/recruit potential foster/adoptive parents. (July 2019)</li> </ul>
43	Lowndes	<p>Lowndes County FY 2019 Recruitment Plan:</p> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Participation &amp; Collaboration: <ul style="list-style-type: none"> <li>▪ Lowndes County Public Schools Head Start week of the young child in the month of April in collaboration with</li> </ul> </li> </ul> </li> </ul>	<p>Submitted by Jacqueline Lee</p> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Participation &amp; Collaboration: <ul style="list-style-type: none"> <li>▪ Lowndes County Public Schools Head Start week of the young child in the month of April in collaboration with</li> </ul> </li> </ul> </li> </ul>

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		<p>LCBOE Head Start (Management Staff or Resource Worker)</p> <ul style="list-style-type: none"> <li>▪ Senior Olympic held in March ( Management Staff or Resource Worker)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2019 (Management or Resource Worker )</li> <li>▪ Lowndes County Board of Education Back to School Rally August. 2019(Management Staff or Resource Worker)</li> <li>▪ Blue Ribbon Campaign in observance of Adoption Nov. 2019 (Management Staff or Resource Worker)</li> </ul> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Planning and Sponsoring <ul style="list-style-type: none"> <li>▪ Free Advertisements Lowndes Signal, monthly 2019 (Management Staff or Resource Worker)</li> <li>▪ Senior Olympic held in March ( Management Staff or Resource Worker)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2019 (Management Staff or Resource Worker)</li> </ul> </li> </ul> </li> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Distribution of flyers <ul style="list-style-type: none"> <li>▪ Local Churches February 2019 targeting communities of faith (Management Staff or Resource Worker)</li> <li>▪ Post Offices within the County February 2019 targeting special race and ethnic groups (Management Staff or Resource Worker)</li> <li>▪ Local Businesses February 2019 targeting group speaking another languages (Management Staff or Resource Worker)</li> <li>▪ Court House February 2019 targeting all citizens (Management Staff or Resource Worker)</li> <li>▪ Local Mental Health &amp; Health Department February 2019 targeting</li> </ul> </li> </ul> </li> </ul>	<p>LCBOE Head Start (Management Staff or Resource Worker)</p> <ul style="list-style-type: none"> <li>▪ Senior Olympic held in March ( Management Staff or Resource Worker)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2019 (Management or Resource Worker )</li> <li>▪ Lowndes County Board of Education Back to School Rally August. 2019(Management Staff or Resource Worker)</li> <li>▪ Blue Ribbon Campaign in observance of Adoption Nov. 2019 (Management Staff or Resource Worker)</li> </ul> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Planning and Sponsoring <ul style="list-style-type: none"> <li>▪ Senior Olympic held in March ( Management Staff or Resource Worker)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2019 (Management Staff or Resource Worker)</li> </ul> </li> </ul> </li> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Distribution of flyers <ul style="list-style-type: none"> <li>▪ Local Churches February 2019 targeting communities of faith (Management Staff or Resource Worker)</li> <li>▪ Post Offices within the County February 2019 targeting special race and ethnic groups (Management Staff or Resource Worker)</li> <li>▪ Court House February 2019 targeting all citizens (Management Staff or Resource Worker)</li> <li>▪ Local Mental Health &amp; Health Department February 2019 targeting children with special health care or developmental needs. (Management Staff or Resource Worker)</li> </ul> </li> </ul> </li> </ul> <p>The Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail.</p>

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		<p>children with special health care or developmental needs. (Management Staff or Resource Worker)</p> <p>The Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail.</p>	
44	Macon	<p>Submitted by Tonya Allen 5/15/2020</p> <p>January – “Cold Days... Warm Hearts”</p> <ul style="list-style-type: none"> <li>• Ask current foster parents to ask family members, friends, church members, etc. to consider becoming a foster parent this year.</li> <li>• Local newspaper announcement- (currently running in the Tuskegee Newspaper</li> </ul> <p>February- “Give Love, Give Hope, Give Kids A Forever Home”</p> <ul style="list-style-type: none"> <li>• Macon Co. DHR will set up an “Open Your Heart Open Your Home” booth in the lobby of DHR to attract potential foster parents</li> <li>• Set up a Foster Parent Information/Recruitment table at Helping Hand Food Ministry Valentine Ball (Feb. 09, 2019) Chisolm Community Center, Brownville, Al.</li> </ul> <p>March- “Springing Up Flyers Campaign”</p> <ul style="list-style-type: none"> <li>• Area Businesses – March 2019</li> <li>• Mail flyers to area churches</li> <li>• Seek local Churches Speaking Engagements to discuss the need for Foster Parents in Macon Co.</li> <li>• Foster Parent Booth Display at 4<sup>th</sup> annual Macon County Children’s Policy Council State of the Youth Town Hall Meeting (6:00pm- Tuskegee Municipal Complex, Tuskegee, AL.)</li> </ul> <p>April “Showering the Community about the need for Foster Parents Campaign”</p> <ul style="list-style-type: none"> <li>• Franklin Town Council Meeting Presentation- 04/09/19- 7:00pm -</li> <li>• Set-up Recruitment Booth at local Farmer’s Market- 04/03/19- 9am -1:00pm-</li> </ul>	<p>January – “Cold Days... Warm Hearts”</p> <ul style="list-style-type: none"> <li>• Ask current foster parents to ask family members, friends, church members, etc. to consider becoming a foster parent this year. Completed</li> <li>• Local newspaper announcement- (currently running in the Tuskegee Newspaper Completed</li> </ul> <p>February- “Give Love, Give Hope, Give Kids A Forever Home”</p> <ul style="list-style-type: none"> <li>• Macon Co. DHR will set up an “Open Your Heart Open Your Home” booth in the lobby of DHR to attract potential foster parents Completed</li> <li>• Set up a Foster Parent Information/Recruitment table at Helping Hand Food Ministry Valentine Ball (Feb. 09, 2019) Chisolm Community Center, Brownville, Al. Completed</li> </ul> <p>March- “Springing Up Flyers Campaign”</p> <ul style="list-style-type: none"> <li>• Area Businesses – March 2019 Completed</li> <li>• Mail flyers to area churches</li> <li>• Seek local Churches Speaking Engagements to discuss the need for Foster Parents in Macon Co.</li> <li>• Foster Parent Booth Display at 4<sup>th</sup> annual Macon County Children’s Policy Council State of the Youth Town Hall Meeting (6:00pm- Tuskegee Municipal Complex, Tuskegee, AL.) Completed</li> </ul> <p>April “Showering the Community about the need for Foster Parents Campaign”</p>

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		<ul style="list-style-type: none"> <li>• Set-up Recruitment Booth at local Farmer's Market -04/17/19- 9am- 1:00 pm</li> </ul> <p>May – “Foster Parent Appreciation Month”</p> <ul style="list-style-type: none"> <li>• Approved PSA to be read on local radio station (WUBZ 100.7 all month long) (Highlight current foster parents and recruitment of new foster parents)</li> <li>• Balloon Release by Agency spotlighting Foster Children-</li> </ul> <p>June – “County Wide Recruitment”</p> <p>Distribute Flyers throughout the four (4) county districts</p> <ul style="list-style-type: none"> <li>• Shorter-</li> <li>• Franklin</li> <li>• Tuskegee-</li> <li>• Notasulga-</li> </ul> <p>July – “Local Office Display”</p> <ul style="list-style-type: none"> <li>• Display a recruitment board in the front lobby of the Agency</li> <li>• Recruitment Ad Tuskegee News Paper (Local Newspaper) Currently running and will continuously run each week</li> </ul> <p>August-“Open House”</p> <ul style="list-style-type: none"> <li>• Open House- Invite the community for an informal discussion on becoming foster parents (TBA- DHR)</li> <li>• Approved PSA to be read on local radio station in regards to Open House (WUBZ 100.7 all month long)</li> </ul> <p>September – “Community Canvassing”</p> <ul style="list-style-type: none"> <li>• Canvassing shoppers at local businesses parking lots with recruitment flyers- 09/06-10am- 12:00 noon</li> </ul> <p>October –“Community Public Service Announcement”</p>	<ul style="list-style-type: none"> <li>• Franklin Town Council Meeting Presentation- 04/09/19- 7:00pm - Completed</li> <li>• Set-up Recruitment Booth at local Farmer's Market- 04/03/19- 9am -1:00pm- Completed</li> <li>• Set-up Recruitment Booth at local Farmer's Market -04/17/19- 9am- 1:00 pm Completed</li> </ul> <p>May – “Foster Parent Appreciation Month”</p> <ul style="list-style-type: none"> <li>• Approved PSA to be read on local radio station (WUBZ 100.7 all month long) (Highlight current foster parents and recruitment of new foster parents) Completed</li> <li>• Balloon Release by Agency spotlighting Foster Children- Completed</li> </ul> <p>June – “County Wide Recruitment”</p> <p>Distribute Flyers throughout the four (4) county districts</p> <ul style="list-style-type: none"> <li>• Shorter- Completed</li> <li>• Franklin Completed</li> <li>• Tuskegee- Completed</li> <li>• Notasulga- Completed</li> </ul> <p>July – “Local Office Display”</p> <ul style="list-style-type: none"> <li>• Display a recruitment board in the front lobby of the Agency</li> <li>• Recruitment Ad Tuskegee News Paper (Local Newspaper) Completed Currently running and will continuously run each week Completed</li> </ul> <p>August-“Open House”</p> <ul style="list-style-type: none"> <li>• Open House- Invite the community for an informal discussion on becoming foster parents (TBA- DHR)</li> </ul>

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		<ul style="list-style-type: none"> <li>• Approved PSA to be displayed on local virtual television station all month long (Highlight kick off for 5 K walk in November to bring awareness to the difference local foster parents make in the lives of children in foster care.)</li> </ul> <p>November- "Celebration of New Forever Families"</p> <ul style="list-style-type: none"> <li>• Approved PSA to be read on local radio station (WUBZ 100.7 all month long)</li> <li>• 5 K Walk honoring Forever Families in Macon Co. ( TBA)</li> <li>• Recruitment booth- Macon County Courthouse Lobby-</li> </ul> <p>December- Year End Review/Follow Up Follow up with previous inquiries Call previous community supporters to remind them of need for local foster parents</p>	<ul style="list-style-type: none"> <li>• Approved PSA to be read on local radio station in regards to Open House (WUBZ 100.7 all month long) Completed</li> </ul> <p>September – "Community Canvassing"</p> <ul style="list-style-type: none"> <li>• Canvassing shoppers at local businesses parking lots with recruitment flyers- 09/06-10am- 12:00 noon Completed</li> </ul> <p>October –"Community Public Service Announcement"</p> <ul style="list-style-type: none"> <li>• Approved PSA to be displayed on local virtual television station all month long (Highlight kick off for 5 K walk in November to bring awareness to the difference local foster parents make in the lives of children in foster care.)</li> </ul> <p>November- "Celebration of New Forever Families"</p> <ul style="list-style-type: none"> <li>• Approved PSA to be read on local radio station (WUBZ 100.7 all month long)</li> <li>• 5 K Walk honoring Forever Families in Macon Co. ( TBA)</li> <li>• Recruitment booth- Macon County Courthouse Lobby- Completed</li> </ul> <p>December- Year End Review/Follow Up Follow up with previous inquiries Completed Call previous community supporters to remind them of need for local foster parents Completed</p>
45	Madison	<p>Submitted by Jennifer Taylor, 5/11/20</p> <p>Madison County 2019 Fiscal Year:</p> <ul style="list-style-type: none"> <li>○ Representatives from DHR will speak at local churches</li> </ul>	<p>Submitted by Jennifer Taylor, 5/11/20</p> <p>Madison County 2019 Fiscal Year:</p> <ul style="list-style-type: none"> <li>• Representatives from DHR will speak at local churches</li> <li>• Representatives from DHR will participate in Foster Parent Association Events</li> </ul>

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		<ul style="list-style-type: none"> <li>○ Representatives from DHR will participate in Foster Parent Association Events</li> <li>○ Representatives from DHR will participate in FOCAL events</li> <li>○ Foster Parent Appreciation Picnic will be held for foster parents (was held at the Shriner's Club)</li> <li>○ DHR will continue to partner with local churches on recruitment</li> <li>○ DHR will partner with non-profit organizations to get the word out on needs (FOCAL and Foster Love)</li> <li>○ Yard signs will be displayed in the yards of workers and current foster parents, as well as anyone interested in displaying a sign</li> <li>○ Provide incentives to existing foster parents when they refer new foster parents</li> <li>○ Quarterly news letters to the foster parents reminding them of the need for more homes</li> <li>○ Order new brochures and banners as needed</li> <li>○ Sponsor a Christmas tree at the park in December</li> <li>○ Complete three TIPs classes</li> </ul>	<ul style="list-style-type: none"> <li>• Representatives from DHR will participate in FOCAL events</li> <li>• Foster Parent Appreciation Picnic will be held for foster parents (was held at the Shriner's Club)</li> <li>• DHR will continue to partner with local churches on recruitment</li> <li>• DHR will partner with non-profit organizations to get the word out on needs (FOCAL and Foster Love)</li> <li>• Yard signs will be displayed in the yards of workers and current foster parents, as well as anyone interested in displaying a sign</li> <li>• Provide incentives to existing foster parents when they refer new foster parents</li> <li>• Complete three TIPs classes</li> </ul>
46	Marengo	<p>Submitted by Dawn Hewitt, 5/8/20 Marengo County understands the importance of having ample foster homes for our county.</p> <ul style="list-style-type: none"> <li>• Marengo County will place articles in local newspapers for contact information about becoming a foster/adoptive parent</li> <li>• A banner was placed at the Sports Plex in Demopolis with information about who to call to become a foster/adoptive parent.</li> <li>• Our agency will attend local meetings and give information about how to become foster/adoptive parents</li> <li>• All staff will have information available to give individuals who call the agency seeking information about becoming a foster/adoptive parent. These people will be contacted immediately with additional information.</li> <li>• Several staff members and all new staff members will attend TIPS training so that a multitude of employees will</li> </ul>	<p>Submitted by Dawn Hewitt. 5/8/20 Marengo County completed the following:</p> <ul style="list-style-type: none"> <li>• Marengo County will place articles in local newspapers for contact information about becoming a foster/adoptive parent</li> <li>• A banner was placed at the Sports Plex in Demopolis with information about who to call to become a foster/adoptive parent.</li> <li>• Our agency will attend local meetings and give information about how to become foster/adoptive parents</li> <li>• All staff will have information available to give individuals who call the agency seeking information about becoming a foster/adoptive parent. These people will be contacted immediately with additional information.</li> <li>• Several staff members and all new staff members will attend TIPS training so that a multitude of employees will know what it takes to be a foster parent and ways they can help them to not burn out as foster parents.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>know what it takes to be a foster parent and ways they can help them to not burn out as foster parents.</p> <ul style="list-style-type: none"> <li>• Social Media, i.e. facebook, twitter, &amp; instgram Post will be made concerning Foster/adoption with the county office contact information.</li> <li>• Marengo county will attend community events and set up an informational table to provide the community with information on flyers and other items on how to become foster/adoptive parents.</li> </ul>	<ul style="list-style-type: none"> <li>• Social Media, i.e. facebook, twitter, &amp; instgram Post will be made concerning Foster/adoption with the county office contact information.</li> <li>• Marengo county will attend community events and set up an informational table to provide the community with information on flyers and other items on how to become foster/adoptive parents.</li> </ul>
47	Marion	<p>Submitted by Kier Vickery, 12/19/2018</p> <p>Marion County Foster Parent Recruitment Plan 2019</p> <ol style="list-style-type: none"> <li>1. Yard signs will be placed around the county noting the need for foster homes with contact number listed in January and February. Locations to include major intersections businesses, and churches.</li> <li>2. Local live radio show and article in local paper in February.</li> <li>3. Needs expressed via social media (Director and workers sharing posts from statewide adoption and foster parent agencies) at least once a month all year.</li> <li>4. Speaking at various civic and church groups when possible (Hamilton Civitans, Hackleburg Civitans, etc.)</li> <li>5. Display table promoting foster parenting at the annual Breaking the Cycle of Abuse child abuse conference at Bevill State Community College in April (normally attended by over 200 people)</li> <li>6. Display tables at other community events in the county.</li> <li>7. Letter to the editor of the local paper explaining the need for foster parents in May.</li> <li>8. Posters/flyers placed on bulletin boards in each town in the county in May</li> <li>9. Bookmarks left at local churches in May.</li> <li>10. Recruitment messages on electronic signs in the two largest cities (Hamilton and Winfield) in February, May, and November.</li> </ol>	<p>Submitted by Kier Vickery, 5/12/20</p> <p>Marion County Foster Parent Recruitment Plan 2019</p> <ol style="list-style-type: none"> <li>1. Yard signs will be placed around the county noting the need for foster homes with contact number listed in January and February. Locations to include major intersections businesses, and churches.</li> <li>2. Needs expressed via social media (Director and workers sharing posts from statewide adoption and foster parent agencies) at least once a month all year.</li> <li>3. Speaking at various civic and church groups when possible (Hamilton Civitans, Hackleburg Civitans, etc.)</li> <li>4. Display table promoting foster parenting at the annual Breaking the Cycle of Abuse child abuse conference at Bevill State Community College in April (normally attended by over 200 people)</li> <li>5. Display tables at other community events in the county.</li> <li>6. Posters/flyers placed on bulletin boards in each town in the county in May.</li> <li>7. Recruitment messages on electronic signs in the two largest cities (Hamilton and Winfield) in February, May, and November.</li> <li>8. Licensure worker to remind foster parents of recruitment bonus at each visit.</li> </ol> <p>5/16/19 Foster parent appreciation picnic. One family brought a potential foster family.</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		11. Licensure worker to remind foster parents of recruitment bonus at each visit.	
48	Marshall	<p>Submitted by Marcia Parker</p> <p>Recruitment for Marshall County Foster Families 2019</p> <ul style="list-style-type: none"> <li>• Display painted rocks encouraging fostering/adoption around the county with the office contact number.</li> <li>• Arrange a showing of “Instant Family” at the local library and invite prospective foster and adoptive families.</li> <li>• Partner with a local church (Lifepoint) to host a Q&amp;A for prospective foster/adoptive families.</li> <li>• Newspaper ad to announce class dates and contact information</li> <li>• Speak at area churches giving information as well as real life adoption/foster care stories</li> <li>• Display yard signs throughout county</li> <li>• Contact all previous inquiries to assess interest/answer questions</li> <li>• Promote foster parent classes through social media.</li> <li>• Display banner at local business establishments (car dealerships, library, restaurants, banks, and churches)</li> <li>• Social media promotion (MCFAPA Facebook page as well as MCDHR Facebook page)</li> <li>• Distribution of flyers in local church bulletins</li> <li>• Distribute flyers at Marshall County schools</li> <li>• Distribution of business cards and flyers</li> </ul> <p><b>*TIPS Classes for 2019</b></p> <p>TIPS #1 February 26, 2019 through April 30, 2019 (Jennifer Floyd)</p> <p>TIPS #2 May 7, 2019 through July 9, 2019 (Grace Siggers)</p>	<p>Submitted by Kristie Crabtree, 5/11/2020</p> <ul style="list-style-type: none"> <li>• Partner with a local church (Lifepoint) to host a Q&amp;A for prospective foster/adoptive families.</li> <li>• Newspaper ad to announce class dates and contact information</li> <li>• Speak at area churches giving information as well as real life adoption/foster care stories</li> <li>• Display yard signs throughout county</li> <li>• Contact all previous inquiries to assess interest/answer questions</li> <li>• Promote foster parent classes through social media.</li> <li>• Display banner at local business establishments (car dealerships, library, restaurants, banks, and churches)</li> <li>• Social media promotion (MCFAPA Facebook page as well as MCDHR Facebook page)</li> <li>• Distribution of flyers in local church bulletins</li> <li>• Distribution of business cards and flyers</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		TIPS #3 August 20, 2019 through October 22, 2019 (Jennifer Floyd)	
49	Mobile	<p>Submitted by Juanita Spinks, 5/12/2020</p> <ul style="list-style-type: none"> <li>• Continue to coordinate and partner with APAC to assist with recruitment events and activities within the community- Completed</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as deemed appropriate and necessary-Completed</li> <li>• Increase current foster Homes in Mobile County from current number by fifteen percent with emphasis being placed on medically fragile children and homes for teenagers. Completed</li> <li>• Utilize Foster Parent Social Media Page to post upcoming orientations and GPS/TIPS Training classes. Completed</li> <li>• Provide Foster Parent Orientation each month to maximize community awareness Completed</li> <li>• Provide 3 annual GPS/TIPS Training class modules. Completed</li> <li>• Contact a diverse group of local radio/TV( WKRG, WPMI, WALA, Cumulus and Trinity Broadcasting) stations to present the need for foster parents in Mobile County for free on air interviews with the emphasis on Open your Heart Open Your Home in February, National Foster Parents Month in May , and National Adoption Awareness in November Completed</li> <li>• Publish monthly in Teamwork Newsletter the ongoing need for an increase in foster/adoptive homes. .Completed</li> <li>• Continue to make contact with local churches, ministries and religious organizations to impress upon their congregations the on-going need for an increase in foster/adoptive homes. Completed</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters. Completed</li> <li>• Place recruitment signs in businesses windows and throughout the community regarding information on becoming a foster/adoptive parent Completed</li> <li>• Create a billboard to recruit individuals interested in fostering/adopting Completed</li> <li>• Set up booth at Greater Gulf State Fair to recruit foster/adoptive parents Completed</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to coordinate and partner with APAC to assist with recruitment events and activities within the community- Completed</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as deemed appropriate and necessary-Completed</li> <li>• Increase current foster Homes in Mobile County from current number by fifteen percent with emphasis being placed on medically fragile children and homes for teenagers. Completed</li> <li>• Utilize Foster Parent Social Media Page to post upcoming orientations and GPS/TIPS Training classes. Completed</li> <li>• Provide Foster Parent Orientation each month to maximize community awareness Completed</li> <li>• Provide 3 annual GPS/TIPS Training class modules. Completed</li> <li>• Contact a diverse group of local radio/TV( WKRG, WPMI, WALA, Cumulus and Trinity Broadcasting) stations to present the need for foster parents in Mobile County for free on air interviews with the emphasis on Open your Heart Open Your Home in February, National Foster Parents Month in May , and National Adoption Awareness in November Completed</li> <li>• Publish monthly in Teamwork Newsletter the ongoing need for an increase in foster/adoptive homes. .Completed</li> <li>• Continue to make contact with local churches, ministries and religious organizations to impress upon their congregations the on-going need for an increase in foster/adoptive homes. Completed</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters. Completed</li> <li>• Place recruitment signs in businesses windows and throughout the community regarding information on becoming a foster/adoptive parent Completed</li> <li>• Create a billboard to recruit individuals interested in fostering/adopting Completed</li> <li>• Set up booth at Greater Gulf State Fair to recruit foster/adoptive parents Completed</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Second Friday of each month starting March 8, 2019 Loda Art Walk down town Mobile to pass out flyers and set up table with information on fostering and adopting. Completed</li> <li>• We will use #FosteringForABetterTomorrow and #Fosteradopthero on items at recruitment events. Completed</li> <li>• Use #FosteringForABetterTomorrow and #Fosteradopthero on church websites where we receive approval from the churches especially in the month of February Attempt made.</li> <li>• Display need for foster/adoptive parents at Nevus Movie Theatre and provide handouts. Incomplete</li> <li>• Contact the Chamber of Commerce to place information on their website about fostering/adopting. Attempt made</li> <li>• Arrange to participate in family information events with the local YMCA's and other programs as the opportunity presents and set up a table with information in reference to fostering and adopting Incomplete</li> <li>• Create an attractive display in the Child Welfare waiting area concerning foster/adoptive recruitment. Incomplete</li> <li>• Make weekly presentation to Mobile County Circuit perspective jurors Completed</li> </ul>	<p>Second Friday of each month starting March 8, 2019 Loda Art Walk down town Mobile to pass out flyers and set up table with information on fostering and adopting. Completed</p> <p>We will use #FosteringForABetterTomorrow and #Fosteradopthero on items at recruitment events. Completed</p> <p>Use #FosteringForABetterTomorrow and #Fosteradopthero on church websites where we receive approval from the churches especially in the month of February.</p> <p>Display need for foster/adoptive parents at Nevus Movie Theatre and provide handouts.</p> <ul style="list-style-type: none"> <li>• Contact the Chamber of Commerce to place information on their website about fostering/adopting.</li> <li>• Arrange to participate in family information events with the local YMCA's and other programs as the opportunity presents and set up a table with information in reference to fostering and adopting</li> <li>• Create an attractive display in the Child Welfare waiting area concerning foster/adoptive recruitment.</li> <li>• Make weekly presentation to Mobile County Circuit perspective jurors Completed</li> </ul>
50	Monroe	<p>Submitted by Barbara Wesley 5/12/2020</p> <p>October 2018</p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Speaking engagement at local Civic Club</li> </ul> <p>November 2018</p> <ul style="list-style-type: none"> <li>• Thanksgiving Day community dinner presentation</li> <li>• Distributed handouts to local churches</li> <li>• Advertised on local radio station and in local newspaper</li> </ul> <p>December 2018</p> <ul style="list-style-type: none"> <li>• Christmas Day community dinner presentation</li> <li>• Distributed handouts</li> <li>• Advertised on local radio station and local newspaper</li> <li>• Distribute flyers for foster/adoptive homes during annual Christmas parade</li> </ul>	<p>October 2018</p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Speaking engagement at local Civic Club</li> </ul> <p>November 2018</p> <ul style="list-style-type: none"> <li>• Thanksgiving Day community dinner presentation</li> <li>• Distributed handouts to local churches</li> <li>• Advertised on local radio station and in local newspaper</li> </ul> <p>December 2018</p> <ul style="list-style-type: none"> <li>• Christmas Day community dinner presentation</li> <li>• Distributed handouts</li> <li>• Advertised on local radio station and local newspaper</li> <li>• Distribute flyers for foster/adoptive homes during annual Christmas parade</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>January-April 2019</p> <ul style="list-style-type: none"> <li>• Monthly hand-outs provided to various churches, community organizations</li> <li>• Discussed need for more adoptive/foster homes during the quarterly foster parent meeting</li> <li>• Distributed flyers to various churches</li> <li>• Had speaking engagements with local civic and social clubs</li> <li>• Placed flyers in the courthouse</li> <li>• Brochures placed in receptionist area at DHR office TIPS class starting 2/9/19 and ended 3/23/19.</li> </ul> <p>May 2019</p> <ul style="list-style-type: none"> <li>• Held Foster Parent Appreciation Reception</li> <li>• Held a recruitment day by meeting with community agencies, home health, mental health, hospital, medical professionals, city/county law enforcement agencies and school superintendent</li> <li>• Mayor signed a proclamation for Foster Parent Appreciation Month</li> <li>• Participated in special community events (Alabama Southern)</li> <li>• Health Fair booth-distributed flyers</li> <li>• Set up display table in lobby of DHR office</li> <li>• Foster/Adoptive Parent Banner placed inside/outside of DHR building</li> </ul> <p>June-September 2019</p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Distributed flyers on cars at local plant</li> <li>• Speaking engagement at local civic club</li> <li>• TIPS class starting 9/9/19</li> </ul>	<p>January-April 2019</p> <ul style="list-style-type: none"> <li>• Monthly hand-outs provided to various churches, community organizations</li> <li>• Discussed need for more adoptive/foster homes during the quarterly foster parent meeting</li> <li>• Distributed flyers to various churches</li> <li>• Had speaking engagements with local civic and social clubs</li> <li>• Placed flyers in the courthouse</li> <li>• Brochures placed in receptionist area at DHR office TIPS class starting 2/9/19 and ended 3/23/19.</li> </ul> <p>May 2019</p> <ul style="list-style-type: none"> <li>• Held Foster Parent Appreciation Reception</li> <li>• Held a recruitment day by meeting with community agencies, home health, mental health, hospital, medical professionals, city/county law enforcement agencies and school superintendent</li> <li>• Mayor signed a proclamation for Foster Parent Appreciation Month</li> <li>• Participated in special community events (Alabama Southern)</li> <li>• Health Fair booth-distributed flyers</li> <li>• Set up display table in lobby of DHR office</li> <li>• Foster/Adoptive Parent Banner placed inside/outside of DHR building</li> </ul> <p>June-September 2019</p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Distributed flyers on cars at local plant</li> <li>• Speaking engagement at local civic club</li> <li>• TIPS class starting 9/9/19</li> </ul>
51	Montgomery	<p>Submitted by Jenny Story, 5/11/2020</p> <ul style="list-style-type: none"> <li>• Montgomery County plans to continue working with local churches and community partners to recruit more</li> </ul>	<ul style="list-style-type: none"> <li>• Montgomery County plans to continue working with local churches and community partners to recruit more foster/adoptive homes. Continue working relationship</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>foster/adoptive homes. Continue working relationship with Live the Promise foster parent support group. Resource workers will develop recruitment plans.</p> <ul style="list-style-type: none"> <li>• February 2019-Participate in awareness month by making efforts to work with community agencies, churches and local civic organizations to allow flyers, posters, etc. to be displayed in an effort to recruit foster/adoptive families.</li> <li>• March-Foster Parent Appreciation- Engage with foster parents and encourage them to contact other family, friends, community partners to consider becoming foster/adoptive parents</li> <li>• May: National Foster Care Month and November: National Adoption Month <ul style="list-style-type: none"> <li>○ Promote throughout churches and/or other local organizations. This is also a time to build the resource closet.</li> <li>○ Contact local business owners to see how they can assist with promoting foster care awareness by hosting events to raises awareness, gain potential providers and donations for the resource closet.</li> <li>○ Consider having the children in foster care spend time with one another doing an activity and or tutoring one another. This can be done inside and/or outside of the agency. Partner with the local YMCA in the hopes that the word will spread and attract potential providers.</li> <li>○ Consider contacting the children that have already been adopted and allowing them to assist with activities, foster care program discussions, collect toys and other items to give back to the children that are still in care (these can be used for care bags for the children entering foster care: something small can ease the traumatic event.)</li> </ul> </li> <li>• June: National Reunification Month</li> </ul>	<p>with Live the Promise foster parent support group. Resource workers will develop recruitment plans.</p> <ul style="list-style-type: none"> <li>• February 2019-Participate in awareness month by making efforts to work with community agencies, churches and local civic organizations to allow flyers, posters, etc. to be displayed in an effort to recruit foster/adoptive families.</li> <li>• March-Foster Parent Appreciation- Engage with foster parents and encourage them to contact other family, friends, community partners to consider becoming foster/adoptive parents</li> <li>• May: National Foster Care Month and November: National Adoption Month <ul style="list-style-type: none"> <li>○ Promote throughout churches and/or other local organizations. This is also a time to build the resource closet.</li> <li>○ Contact local business owners to see how they can assist with promoting foster care awareness by hosting events to raises awareness, gain potential providers and donations for the resource closet.</li> <li>○ Consider having the children in foster care spend time with one another doing an activity and or tutoring one another. This can be done inside and/or outside of the agency. Partner with the local YMCA in the hopes that the word will spread and attract potential providers.</li> <li>○ Consider contacting the children that have already been adopted and allowing them to assist with activities, foster care program discussions, collect toys and other items to give back to the children that are still in care (these can be used for care bags for the children entering foster care: something small can ease the traumatic event.)</li> </ul> </li> <li>• June: National Reunification Month Resource workers assist in ISP; therefore this is this month can be used as a motivational month for the parents working towards reunification with the parents. Events can be held with speakers sharing their journeys to provide hope and insight on how to continue to make strives to permanency goals of reunification.</li> </ul>

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		<p>Resource workers assist in ISP; therefore this is this month can be used as a motivational month for the parents working towards reunification with the parents. Events can be held with speakers sharing their journeys to provide hope and insight on how to continue to make strives to permanency goals of reunification.</p> <ul style="list-style-type: none"> <li>• <b>Not Completed</b>-Target medically fragile recruitment in August and September by contacting local nurse's organizations, school nurse and medical auxiliaries. Send material regarding the need for medically fragile homes and the requirements/benefits. Try to schedule speaking engagements at several of these organizations. Request one or both of the current medically fragile foster parents who have adopted to assist with speaking engagements.</li> <li>• <b>Not Completed</b>-Target the Hispanic Community in honor of Hispanic Heritage Month in September/October. Contact Churches with Hispanic ministries and offer to speak and send material regarding becoming foster parent. Use recruitment materials in Spanish/English. Contact local churches with large Hispanic ministries. Look at possibility of employee who is bi-lingual assisting with contacts after hours for comp time.</li> <li>• Montgomery County DHR will continue to assess the training needs of our current foster/adoptive homes to ensure retention of those homes.</li> <li>• The Department will continue to offer TIPS classes (3-4) per year. (Tentative dates are listed below at this time due to efforts to complete all outstanding home study approvals in an effort to increase foster parent for the county. <ul style="list-style-type: none"> <li>• July 4, 2019-Sept. 5, 2019</li> <li>• Sept. 12, 2019-Nov. 14, 2019</li> </ul> </li> </ul> <p>We will continue to utilize state and national websites through State Department of Human Resources for child specific adoption recruitment specific adoption recruitment.</p>	<ul style="list-style-type: none"> <li>• <b>Not Completed</b>-Target medically fragile recruitment in August and September by contacting local nurse's organizations, school nurse and medical auxiliaries. Send material regarding the need for medically fragile homes and the requirements/benefits. Try to schedule speaking engagements at several of these organizations. Request one or both of the current medically fragile foster parents who have adopted to assist with speaking engagements.</li> <li>• <b>Not Completed</b>-Target the Hispanic Community in honor of Hispanic Heritage Month in September/October. Contact Churches with Hispanic ministries and offer to speak and send material regarding becoming foster parent. Use recruitment materials in Spanish/English. Contact local churches with large Hispanic ministries. Look at possibility of employee who is bi-lingual assisting with contacts after hours for comp time.</li> <li>• Montgomery County DHR will continue to assess the training needs of our current foster/adoptive homes to ensure retention of those homes.</li> <li>• The Department will continue to offer TIPS classes (3-4) per year. (Tentative dates are listed below at this time due to efforts to complete all outstanding home study approvals in an effort to increase foster parent for the county. <ul style="list-style-type: none"> <li>• July 4, 2019-Sept. 5, 2019</li> <li>• Sept. 12, 2019-Nov. 14, 2019</li> </ul> </li> </ul> <p>We will continue to utilize state and national websites through State Department of Human Resources for child specific adoption recruitment specific adoption recruitment.</p>
52	Morgan	Submitted by Kathy Bryan:	Submitted by Kathy Bryan:

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>MORGAN COUNTY RECRUITMENT PLAN FOR 2019-10/20/18 – 9/30/19</p> <p>GOAL: To recruit families for sibling groups/school age/medically fragile/minorities</p> <p>Strategy 1: To utilize various forms of media and outreach to community partners to reach families willing to serve specialized populations.</p> <p>Action step and deadline Resource supervisor will contact Lamar Advertising in Decatur, AL to request use of billboard by December 30th, 2018. Adoption incentive funds will be utilized as well as possible donations.</p> <p>Action step and deadline Community websites like Volunteer Center, F.A.C.E.S. and PACT will be contacted to request advertisement of the need for families for school age, sibling groups and bi-lingual families. Resource workers will make at least 2 contacts each quarter to keep the need for specialized homes before the public.</p> <p>Action step and deadline Brochures will be handed out to ESL classes, churches and businesses who serve the populations we are focusing on recruiting. Resource workers will make at least 2 contacts each quarter.</p> <p>Action step and deadline Civic groups will be contacted to hand brochures as well as offer to speak at meetings to express need for specialized homes. Groups such as Nurses association/Decatur Medical Auxiliary to express need for medically fragile. Jaycees, Decatur Newcomers, Rotary, etc as well as utilizing foster parents who currently provide care to sibling groups, older children and/or minorities to speak with staff. At least 3 contacts per resource worker prior to the last TIPS class scheduled for 2/12/19</p> <p>Action step and deadline TIPS will be taught at least twice during 2019. Orientation for the first class is scheduled for January 29th with the class starting on</p>	<p>MORGAN COUNTY RECRUITMENT PLAN FOR 2019-RESOURCE SUPERVISOR: KATHY BRYAN</p> <p>10/20/18 – 9/30/19</p> <p>Inquiries over this period: 70</p> <p>Orientation: 1/29/19 58 attended the Orientation</p> <p>TIPS class began on 2/12/19-4/16/19</p> <ul style="list-style-type: none"> <li>• 20 couples</li> <li>• 2 singles attended class</li> <li>• 14 potential foster homes to be completed within 120 days</li> </ul> <p>Next TIPS Class begins on 9/7/19</p> <ul style="list-style-type: none"> <li>• Orientation is 8/27/19 at 6:00</li> </ul> <p>GOAL: To recruit families for sibling groups/school age/medically fragile/minorities</p> <p>Strategy 1: To utilize various forms of media and outreach to community partners to reach families willing to serve specialized populations.</p> <p>Action step and deadline Resource supervisor will contact Lamar Advertising in Decatur, AL to request use of billboard by December 30th, 2018. Adoption incentive funds will be utilized as well as possible donations. BILLBOARDS WERE PURCHASED AND RAN DURING THE MONTH OF JANUARY</p> <p>Action step and deadline Community websites like Volunteer Center, F.A.C.E.S. and PACT will be contacted to request advertisement of the need for</p>

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		<p>February 12th. The second class is currently scheduled for orientation on August 29th with the first class on September 7th.</p>	<p>families for school age, sibling groups and bi-lingual families. Resource workers will make at least 2 contacts each quarter to keep the need for specialized homes before the public. PLANNING TO CONTACT ASHLEY DAVIS WHO RUNS A NONPROFIT CALLED BEU (BELIEVER EDUCATED UNIQUE)</p> <p>Action step and deadline Brochures will be handed out to ESL classes, churches and businesses who serve the populations we are focusing on recruiting. Resource workers will make at least 2 contacts each quarter. ATTENDED THE CHILD ABUSE PREVENTION MONTH AT THE COURT HOUSE ON 4/2/19 RITA ROBERTS, KATHY BRYAN AND PAM JONES TALKED WITH SEVERAL PEOPLE AND HANDED OUT BROCHURES. INTEREST WAS SHOWN FROM AN HISPANIC WOMAN ABOUT BECOMING A FOSTER PARENT.</p> <p>Action step and deadline Civic groups will be contacted to hand brochures as well as offer to speak at meetings to express need for specialized homes. Groups such as Nurses association/Decatur Medical Auxiliary to express need for medically fragile. Jaycees, Decatur Newcomers, Rotary, etc as well as utilizing foster parents who currently provide care to sibling groups, older children and/or minorities to speak with staff. At least 3 contacts per resource worker prior to the last TIPS class scheduled for 2/12/19 SOME OF THESE ISSUES WERE HEAVILY DISCUSSED IN THE TIPS CLASS DURING 2/12/19-4/16/19</p> <p>Action step and deadline TIPS will be taught at least twice during 2019. Orientation for the first class is scheduled for January 29th with the class starting on February 12th. The second class is currently scheduled for orientation on August 29th with the first class on September 7th.</p>
53	Perry	Submitted by Eulonda Russell, 5/8/20	Submitted by Eulonda Russell, 5/8/20

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>Foster Home Recruitment Planning Activities for Perry County</p> <p>10/01/2018-09/30/2019</p> <ul style="list-style-type: none"> <li>• Display recruitment materials (flyers, buttons, pins) in the Department's Lobby</li> <li>• Display flyers at locations around the county such as the Health Department, Post Office, Courthouse, clinics, grocery and convenient stores, and churches/organizations.</li> <li>• QA Resource Worker will make presentations to local QA committee, Multi-needs Committee, Children's Policy Council and local churches/organizations.</li> <li>• Create a display in the Department's Lobby in reference to foster care recruitment.</li> <li>• Request that current foster parents share their foster parenting experiences with their neighbors, relatives, and church members.</li> <li>• Continue informal recruitment by word of mouth.</li> </ul>	<p>Completed Foster Home Recruitment Planning Activities for Perry County</p> <p>10/01/2018-09/30/2019</p> <ul style="list-style-type: none"> <li>• Display recruitment materials (flyers, buttons, pins) in the Department's Lobby</li> <li>• Display flyers at locations around the county such as the Health Department, Post Office, Courthouse, clinics, grocery and convenient stores, and churches/organizations.</li> <li>• Create a display in the Department's Lobby in reference to foster care recruitment.</li> <li>• Request that current foster parents share their foster parenting experiences with their neighbors, relatives, and church members.</li> <li>• Continue informal recruitment by word of mouth.</li> </ul>
54	Pickens	<p>Submitted by Misty Renfro, 5/8/20</p> <p>Pickens County</p> <p>Foster Parent Recruitment Plan 2019</p> <p>January</p> <ul style="list-style-type: none"> <li>• 9th Orientation (will also emphasis the need for more foster parents at each of these meetings) – Service Unit</li> <li>• 15th Board meeting – Director will discuss need for foster parents with all board member, especially our new member – Misty</li> <li>• 24th - Pickens County Community Health Fair – Service Unit</li> </ul>	<p>Submitted by Misty Renfro. 5/8/20</p> <p>Pickens County</p> <p>Foster Parent Completed Recruitment Plan 2019</p> <p>January</p> <ul style="list-style-type: none"> <li>• 9th Orientation (will also emphasis the need for more foster parents at each of these meetings) – Service Unit</li> <li>• 15th Board meeting – Director will discuss need for foster parents with all board member, especially our new member – Misty</li> <li>• 24th - Pickens County Community Health Fair – Service Unit</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• 29th Put Foster Parent brochure in folders for the Doing What Matters Conference – Tusc and Pickens Directors</li> <li>• Put up flyer at local coffee shop and community service center – Teresa (Clerical Supervisor)</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• 5th Orientation – Service Unit</li> <li>• 9th Put Foster Parent Brochure in folders at the Alabama Conference of Social Work</li> <li>• Put Flyer in local Vet’s office, West Alabama Veterinary Clinic – Janice (FA Clerical)</li> <li>• Put Banner in front of Lowes Brother Logging – Janice (FA Clerical)</li> <li>• Flyer put at Encompass Home Health – Janice (FA Clerical)</li> <li>• Another banner will be placed at Mineral Springs Baptist Church – Paige (Service)</li> <li>• Flyer put at Reform Cleaners, Asia’s Salon in Reform and Petals gift shop in Gordo – Paige (Service)</li> <li>• Put Flyer up at First Baptist Church in Reform and possibly put information in bulletins – Amy (FA)</li> <li>• Put Flyer up at Carrollton Service Center – Kia (Service Unit)</li> <li>• Put Flyers at Gentry’s gift shop in Aliceville – Lynne (FA Supervisor)</li> <li>• Put up Flyer at Aliceville First Presbyterian Church and State Farm office in Aliceville – Alicia (FA)</li> <li>• Put up Flyer at local doctor offices – Dr. Earvin Lindsey, Dr. Robert Honea, etc. – Cindy (clerical)</li> <li>• 9th Gordo Beauty Walk – will see about putting information in program about foster parents – Service Unit</li> <li>• Put Flyers up at local banks – Service Unit and DHR Board Members</li> <li>• Article in local newspaper about the need for Foster Parents – Service Unit</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• 5th Orientation – Service Unit</li> <li>• Host Local Recruitment event and invite all pastors in area – Date TBD <ul style="list-style-type: none"> <li>o Idea is to have a breakfast, lunch or dinner or maybe two different times in one day and invite all local pastors. We will</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 29th Put Foster Parent brochure in folders for the Doing What Matters Conference – Tusc and Pickens Directors- cancelled due to weather</li> <li>• Put up flyer at local coffee shop and community service center – Teresa (Clerical Supervisor)</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• 5th Orientation – Service Unit</li> <li>• Put Flyer in local Vet’s office, West Alabama Veterinary Clinic – Janice (FA Clerical)</li> <li>• Put Banner in front of Lowes Brother Logging – Janice (FA Clerical)</li> <li>• Flyer put at Encompass Home Health – Janice (FA Clerical)</li> <li>• Put Flyer up at First Baptist Church in Reform and possibly put information in bulletins – Amy (FA)</li> <li>• Put Flyer up at Carrollton Service Center – Kia (Service Unit)</li> <li>• Put Flyers at Gentry’s gift shop in Aliceville – Lynne (FA Supervisor)</li> <li>• Put up Flyer at Aliceville First Presbyterian Church and State Farm office in Aliceville – Alicia (FA)</li> <li>• Put up Flyer at local doctor offices – Dr. Earvin Lindsey, Dr. Robert Honea, etc. – Cindy (clerical)</li> <li>• Put Flyers up at local banks and Northport Walmart– Service Unit and DHR Board Members</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• Put flyers up in the Pickensville Area – Jordan (Service Unit)</li> <li>• Flyer at Los Amigos</li> </ul> <p>April</p> <ul style="list-style-type: none"> <li>• U of A Softball Sunday</li> <li>• Social Media</li> <li>• 1st Baptist Gordo</li> </ul> <p>May</p> <ul style="list-style-type: none"> <li>• Put Flyers up in the Reform area – Chelsea Service Unit</li> <li>• Continue to promote at local sporting events – Service Unit</li> </ul>

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		<p>talk about foster care and the need for more foster parents in our area and the state as a whole, give some statics on kids in care and number of foster parents, show the "Removed" video, discuss requirements for becoming a FP, and hopefully get some to commit to allowing us to visit their church in the upcoming months to speak about the need for foster parents to small groups.</p> <ul style="list-style-type: none"> <li>• Put flyers up in the Pickensville Area – Jordan (Service Unit)</li> </ul> <p>April</p> <ul style="list-style-type: none"> <li>• 2nd Orientation – Service Unit</li> <li>• Have table or information at Gordo Softball and Baseball Games – Dates TBD – Kia and Tori (Service Unit)</li> </ul> <p>May</p> <ul style="list-style-type: none"> <li>• 7th Orientation – Service Unit</li> <li>• Have table at Crepe Myrtle Festival in Reform – Service Unit</li> <li>• Put Flyers up in the Reform area – Chelsea Service Unit</li> <li>• Continue to promote at local sporting events – Service Unit</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• 1st – Have table at Mule Day in Gordo – Service Unit</li> <li>• 4th Orientation – Service Unit</li> <li>• Put Flyers up in the Gordo Area – Tori Service Unit</li> <li>• Continue to promote at local sporting events – Service Unit</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• 2nd Orientation – Service Unit</li> <li>• Host a Christmas in July themed event to try and recruit people in the community to commit to sponsoring 1 Foster Child for Christmas or donate money to this fund. When speaking to groups and individuals about this we will discuss our need for more foster parents.</li> <li>• Have another article in the Newspaper about the need – Tracy Service Supervisor</li> <li>• Continue to promote at local sporting events – Service Unit</li> </ul> <p>August</p>	<p>June</p> <ul style="list-style-type: none"> <li>• 1st – Have table at Mule Day in Gordo – Service Unit</li> <li>• Put Flyers up in the Gordo Area – Tori Service Unit</li> <li>• Foster Parent Recruitment Event at Local Coffee Shop</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• Continue to promote at local sporting events-kickball event – Service Unit</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• Mandatory Reporter training at local schools In Service Day – will also speak to the need for more foster parents – Service Unit</li> <li>• Put Flyers up in the Aliceville Area – Ann Service Unit and Lynne FA Supervisor</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• 5th – Have table at the Face in the Window Festival in Carrollton – Service Unit</li> <li>• 31st – Give out candy at Gordo Treats on the Street – Service Unit</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• Have article in Newspaper for Adoption Month – Service Unit</li> <li>o Talk to family who adopted last year and see if they would be willing to help with the article and talk about their experience</li> </ul> <p>*****Throughout the year the Director and other Service Unit Staff attend various Rotary Club Meetings, local club and civic organizations such as Las Amigas, MUW groups, Cattlewoman Association, Baptist Association Meetings, Local Churches and schools, which I do not have exact dates for. During these speaking engagements we talk about the various programs offered at DHR and we always bring attention to the need for more foster parents. We also have some active Foster Parents who take time at their churches and other social events to speak about fostering and adoption.</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• 6th Orientation – Service Unit</li> <li>• Mandatory Reporter training at local schools In Service Day – will also speak to the need for more foster parents – Service Unit</li> <li>• Put Flyers up in the Aliceville Area – Ann Service Unit and Lynne FA Supervisor</li> <li>• Continue to promote at local sporting events – Service Unit</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• 3rd Orientation – Service Unit</li> <li>• Promote at UA games in conjunction with Tuscaloosa – Service Unit</li> <li>• Put Flyers up in the Carrollton Area – Paige Service Unit</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• 1st Orientation – Service Unit</li> <li>• 5th – Have table at the Face in the Window Festival in Carrollton – Service Unit</li> <li>• 26th – Have table at Aliceville Street Fair – Service Unit</li> <li>• 31st – Give out candy at Gordo Treats on the Street – Service Unit</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• 5th Orientation – Service Unit</li> <li>• Have article in Newspaper for Adoption Month – Service Unit <ul style="list-style-type: none"> <li>o Talk to family who adopted last year and see if they would be willing to help with the article and talk about their experience</li> </ul> </li> <li>• Concentrate on being “Thankful” – Service Unit <ul style="list-style-type: none"> <li>o Will call on local providers and thank them for all their work with us and will also promote the need for more foster parents</li> <li>o Will get with schools about distributing “Thankful” coloring sheets to students</li> </ul> </li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>o 3rd Orientation – Service Unit</li> <li>o Article in Newspaper about years events and to thank all that sponsored children for Christmas</li> </ul>	

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		<p>*****Throughout the year the Director and other Service Unit Staff attend various Rotary Club Meetings, local club and civic organizations such as Las Amigas, MUW groups, Cattlewoman Association, Baptist Association Meetings, Local Churches and schools, which I do not have exact dates for. During these speaking engagements we talk about the various programs offered at DHR and we always bring attention to the need for more foster parents. We also have some active Foster Parents who take time at their churches and other social events to speak about fostering and adoption.</p>	
55	Pike	<p>Submitted by Natasha Hardy, 5/13/2020</p> <p><u>Recruitment Ideas to Explore</u></p> <ul style="list-style-type: none"> <li>• Coloring Contest –picture for grade to color with tab of recruitment info-</li> <li>• Coloring pages at Ruby Tuesday, Makita’s, Golden Crane, and Waffle House,.</li> <li>• Social Media, Newspapers, Billboards</li> <li>• Inquire if Pike County Health Department can run blip on monitor outside of building</li> </ul> <p><u>Recruitment Ideas to Explore</u></p> <ul style="list-style-type: none"> <li>• Coloring Contest-picture for grade to color with tab of recruitments info</li> <li>• Coloring pages at Ruby Tuesday, Makita’s, Golden Crane, and Waffle House,.</li> <li>• Social Media, Newspapers, Billboards</li> <li>• Inquire if Pike County Health Department can run blip on monitor outside of building</li> <li>• Orphan Sunday/Stand Sunday fliers to all Churches</li> <li>• February Heart Campaign</li> <li>• Info Table at the Rec Center, Court House and Troy Public Library</li> <li>• Contact the school PTO programs and arrange to attend meeting to discuss need for foster parents</li> <li>• Prepare a flyer/bookmark to be placed in backpacks of children, with foster parent need information</li> </ul> <p><u>Events to Attend</u></p>	<p><u>Recruitment Ideas to Explore</u></p> <ul style="list-style-type: none"> <li>• Coloring Contest –picture for grade to color with tab of recruitment info-</li> <li>• Coloring pages at Ruby Tuesday, Makita’s, Golden Crane, and Waffle House,.</li> <li>• Social Media, Newspapers, Billboards</li> <li>• Inquire if Pike County Health Department can run blip on monitor outside of building</li> </ul> <p><u>Recruitment Ideas to Explore</u></p> <ul style="list-style-type: none"> <li>• <b>Complete-</b> Coloring Contest-picture for grade to color with tab of recruitments info</li> <li>• <b>Complete-</b> Coloring pages at Ruby Tuesday, Makita’s, Golden Crane, and Waffle House,.</li> <li>• <b>Complete-</b> Social Media, Newspapers, Billboards</li> <li>• <b>Complete-</b> Inquire if Pike County Health Department can run blip on monitor outside of building</li> <li>• <b>Complete-</b> Orphan Sunday/Stand Sunday fliers to all Churches</li> <li>• <b>Complete-</b> February Heart Campaign</li> <li>• Info Table at the Rec Center, Court House and Troy Public Library</li> <li>• <b>Complete-</b> Contact the school PTO programs and arrange to attend meeting to discuss need for foster parents</li> <li>• Prepare a flyer/bookmark to be placed in backpacks of children, with foster parent need information</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Troy Fest (April)</li> <li>• Relay for Life (May)</li> <li>• China Grove Independence Day Parade (July)</li> <li>• Brundidge Independence Day Parade (July)</li> <li>• Pike County Fair (October)</li> <li>• Troy University's Homecoming Parade (November)</li> <li>• Concert's/Events on the Square (Chamber of Commerce)</li> </ul> <p>Purchase with AIF</p> <ul style="list-style-type: none"> <li>• Popcorn Machine with supplies for events</li> <li>• Snow Cone Machine with supplies for events</li> <li>• Fans from Walker Business in Andalusia (pamphlets)</li> <li>• Yard Signs</li> <li>• Rent boots at events</li> </ul> <p><u>Other</u></p> <ul style="list-style-type: none"> <li>• Invite the Hooper's to complete an in-service for staff and meet with foster parents about the association options</li> <li>• Church to sponsor PCFAG meetings, provide food and childcare for meetings</li> <li>• Child welfare staff to attend meetings 2,5, &amp; 9 of TIPS</li> <li>• Foster Pageant Appreciation in May</li> <li>• Adoption Celebration in November</li> </ul>	<p><u>Events to Attend</u></p> <ul style="list-style-type: none"> <li>• <b>Complete-</b> Troy Fest (April)</li> <li>• Relay for Life (May)</li> <li>• China Grove Independence Day Parade (July)</li> <li>• Brundidge Independence Day Parade (July)</li> <li>• Pike County Fair (October)</li> <li>• <b>Complete-</b> Troy University's Homecoming Parade (November)</li> <li>• Concert's/Events on the Square (Chamber of Commerce)</li> </ul> <p>Purchase with AIF</p> <ul style="list-style-type: none"> <li>• Popcorn Machine with supplies for events</li> <li>• Snow Cone Machine with supplies for events</li> <li>• <b>Complete-</b> Fans from Walker Business in Andalusia (pamphlets)</li> <li>• <b>Complete-</b> Yard Signs</li> <li>• Rent boots at events</li> </ul> <p><u>Other</u></p> <ul style="list-style-type: none"> <li>• <b>Complete-</b> Invite the Hooper's to complete an in-service for staff and meet with foster parents about the association options</li> <li>• Church to sponsor PCFAG meetings, provide food and childcare for meetings</li> <li>• Child welfare staff to attend meetings 2,5, &amp; 9 of TIPS</li> <li>• Foster Pageant Appreciation in May</li> <li>• Adoption Celebration in November</li> </ul>
56	Randolph	<p>Submitted by Sabrina Voss</p> <p>January 2019          -Resource worker will contact local churches to request that flyer be placed in their bulletins or projector screens before church services.          -Resource worker will contact The Randolph Leader and Lake Wedowee Life employees about ads/articles about the need of foster parents in our county.</p>	<p>Submitted by Sabrina Voss, 5/11/2020</p> <p>January 2019-article ran in the local newspaper, The Randolph Leader, about need for foster parents</p> <p>February 12, 2019-recruitment night at Randolph County DHR</p> <p>May 4, 2019-Summer on the Lake in Wedowee</p>

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		<p>-Resource worker will take flyers to each school in the county and request if they can be placed on their community bulletin board.</p> <p>-Resource worker will take flyer to be placed in Courthouse.</p> <p>--Resource worker will contact people with Rotary Club and Kiwanis Club to speak at their meetings.</p> <p>-Resource worker will ask local business in Wedowee, Wadley, and Woodland to place flyers about foster parent recruitment.</p> <p>-Resource worker will ask to leave flyers at Tanner Clinic in Wedowee and Woodland. (Allen's; Brand New Look; Parker House; Crowe's Nest; Miss Amber's Place; etc.)</p> <p>-Resource worker will ask local business in Roanoke to place flyers about foster parent recruitment.</p> <p>-Resource worker will ask to leave flyers at Randolph County Health Department and RMC clinic in Roanoke. (Daylight Donuts; hair salons; etc. )</p> <p>May 2019-article for Foster Parent Month</p> <p>May 2019-Summer on Lake-booth</p> <p>May 2019-start placing flyers in community</p> <p>June 2019-Summer on Main-booth</p> <p>July 2019-rodeo-booth</p> <p>August-flyers for school orientations/TIPS class</p> <p>September-continue TIPS class from August</p>	<p>June 2019-Summer on Main in Roanoke, signs and banner was placed in front of different homes and business in Randolph County DHR to recruit for foster parents</p> <p>July 2019-Staff the Bus-foster parent association recruited for foster parents</p> <p>August 2019-article ran in the local newspaper, The Randolph Leader, about need for foster parents</p> <p>September 2019-Wadley Bicentennial Celebration Day</p>
57	Russell	<p>Submitted by, Allison Bryars 5/15/2020</p> <ul style="list-style-type: none"> <li>• Attend community events, schools—attended community events</li> <li>• Mail letters to local churches/community organizations—in process</li> <li>• Encourage foster parent recruitment incentive--ongoing</li> <li>• Recruit previous foster parents for short term/ respite placements only—ongoing</li> <li>• Offer support services to maintain current approved foster family homes--ongoing</li> <li>• Offered TIPS foster/adoptive training three times a year—completed twice</li> </ul>	<ul style="list-style-type: none"> <li>• Attend community events, schools—attended community events</li> <li>• Mail letters to local churches/community organizations—in process</li> <li>• Encourage foster parent recruitment incentive--ongoing</li> <li>• Recruit previous foster parents for short term/ respite placements only—ongoing</li> <li>• Offer support services to maintain current approved foster family homes--ongoing</li> <li>• Offered TIPS foster/adoptive training three times a year—completed twice</li> </ul>
58	St. Clair	<p>Submitted by Cherri Pilkington, 12/28/2018</p> <p>St. Clair County Foster Parent Recruitment Plans</p>	<p>Submitted by Misty Jones, 5/14/2020</p>

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		<p>Informational Meetings- Target Dates: Feb. 24; May 25<sup>th</sup>; Aug. 17<sup>th</sup>; Nov. 16<sup>th</sup> Social Media Posts to Local Groups</p> <p>Promotional Events- Pell City Block Party – June LakeFest – May 17-20<sup>th</sup> Lighten the Load Campaign Whistle Stop Festival - September</p> <p>Local Churches- Flyer Insert- Ongoing Partner with Current Foster Parents</p> <p>Flyers Posted in Local Shops- Ongoing Pell City Pharmacy Butts to Go BBQ/Gas Station Local Daycares</p> <p>Local Organizations- Ongoing Foster Aid Ministry St. Clair County Foster and Adoptive Association</p>	<p>Informational Meetings- Feb. 24</p> <p>Social Media Posts to Local Groups</p> <p>Promotional Events- Pell City Block Party – June</p> <p>Flyers Posted in Local Shops- Ongoing Pell City Pharmacy Butts to Go BBQ/Gas Station Local Daycares</p> <p>Local Organizations- Ongoing Foster Aid Ministry St. Clair County Foster and Adoptive Association</p>
59	Shelby	<p>Submitted by Kim Mashego</p> <p>Shelby County Diligent Recruitment Plan Fiscal year 2019</p> <p>Recruitment within the community:</p> <ul style="list-style-type: none"> <li>• Foster parent licensing workers performed recruitment activities with local libraries churches, schools and hospitals within our county by asking them to sending them updated flyers about upcoming Trauma Informed Parenting for Safety and Permanence classes( TIPS)</li> <li>• Foster parent licensing workers and other DHR employees set up booths with information about foster care at community events throughout the county.</li> <li>• Foster parent licensing workers attended the Drug Free Coalition and Shelby County Roundtable meetings at least once a quarter to speak about current recruitment</li> </ul>	<p>Submitted by Kim Mashego</p> <p>Shelby County Diligent Recruitment Plan Fiscal year 2019</p> <p>Recruitment within the community:</p> <ul style="list-style-type: none"> <li>• Foster parent licensing workers performed recruitment activities with local libraries churches, schools and hospitals within our county by asking them to sending them updated flyers about upcoming Trauma Informed Parenting for Safety and Permanence classes( TIPS)</li> <li>• Foster parent licensing workers and other DHR employees set up booths with information about foster care at community events throughout the county.</li> <li>• Foster parent licensing workers attended the Drug Free Coalition and Shelby County Roundtable meetings at least once a quarter to speak about current recruitment</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>efforts and upcoming foster parent trainings to the community.</p> <ul style="list-style-type: none"> <li>Foster parent licensing workers attended events in the community to promote foster care awareness.</li> </ul> <p>Foster parent licensing promoted the National Foster Care Awareness in the month of May by designing t-shirts for the staff and foster parents to wear in the community. The Department of Human Resources staff members were able to wear their t-shirts in the office on Monday's to help promote awareness in the community</p>	<p>efforts and upcoming foster parent trainings to the community.</p> <ul style="list-style-type: none"> <li>Foster parent licensing workers attended events in the community to promote foster care awareness.</li> </ul> <p>Foster parent licensing promoted the National Foster Care Awareness in the month of May by designing t-shirts for the staff and foster parents to wear in the community. The Department of Human Resources staff members were able to wear their t-shirts in the office on Monday's to help promote awareness in the community</p>
60	Sumter	<p>Submitted by Della Whitfield 5/19/20</p> <ol style="list-style-type: none"> <li>Sumter is planning to sponsor a community outreach program for the purpose of recruiting qualified foster parents to enroll in TIPS class for the summer of 2019. (Banner will be displayed in front of building).</li> <li>Retain current foster families and increase volunteers to help support foster families and children</li> <li>Provide community outreach to engage community in foster care guidelines</li> <li>Work with the media to communicate and assess the need in recruiting potential foster families</li> </ol>	<p>Submitted by Della Whitfield, 5/19/20</p> <p>Our completed recruitment plan was newspaper advertisements, radio advertisement, local university bulletin board, visiting different church/events, and the voice of current foster parents.</p>
61	Talladega	<p>Submitted by Nicole Parker</p> <p>Our recruiting efforts for FY2019 include:  Facebook advertising  Christmas parade float  Posters in local businesses and churches  Public speaking at Coosa Valley Medical Center employee seminar  Public speaking at local nursing seminar  Public speaking at local churches during Wednesday and Sunday services</p>	<p>Submitted by Nicole Parker</p> <p>Completed Strategies:</p> <p>Facebook advertising  Christmas parade float  Posters in local businesses and churches  Public speaking at Coosa Valley Medical Center employee seminar  Public speaking at local nursing seminar  Public speaking at local churches during Wednesday and Sunday services</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
			<p>Christmas ballet – local Children’s Ballet Company performed a program to support recruitment – proceeds used to purchase coats for all foster children in Talladega Co.</p> <p>Ballet company and Director were part of a local radio show</p> <p>Pastoral lunches were held to promote the need for foster homes</p> <p>Worked together with local Family Service Center to hold TIPS classes in Sylacauga in an effort to reach more potential foster families</p>
62	Tallapoosa	<p>Submitted by Lewis Prince</p> <p>2019 Tallapoosa County DHR – Foster Parent/Adoptive Parent Recruitment Events</p> <p>01/03/2019 Delphic Club recruitment for Foster Families</p> <p>01/12/2019 Winter TIPS session kickoff Session One for prospective foster families – TCDHR</p> <p>01/18/2019 Winter TIPS session kickoff Session Two for prospective foster families - New Adka Missionary Baptist Church, Camp Hill</p> <p>02/02/2019 Winter TIPS Classes Began / Final Recruitment meeting for new members</p> <p>02/15/2019 Created Flyer to for Foster Parent Recruitment and will be sending to Tallapoosa County Board of Education to post on Social Media website and to local civic clubs and churches.</p> <p>3/30/2019 Prudent Parenting Education session open to current and prospective foster parents</p> <p>02/20/2019 Distributed Foster Care Recruitment Flyers in Alexander City Businesses and Doctor’s offices.</p> <p>04/02/2019 TIPS Graduation / Foster Parent Presentation / Recruitment</p>	<p>Submitted by Lewis Prince</p> <p>2019 Tallapoosa County DHR – Foster Parent/Adoptive Parent Recruitment Events</p> <p>01/03/2019 Delphic Club recruitment for Foster Families</p> <p>01/12/2019 Winter TIPS session kickoff Session One for prospective foster families – TCDHR</p> <p>01/18/2019 Winter TIPS session kickoff Session Two for prospective foster families - New Adka Missionary Baptist Church, Camp Hill</p> <p>02/02/2019 Winter TIPS Classes Began / Final Recruitment meeting for new members</p> <p>02/15/2019 Created Flyer to for Foster Parent Recruitment and will be sending to Tallapoosa County Board of Education to post on Social Media website and to local civic clubs and churches.</p> <p>3/30/2019 Prudent Parenting Education session open to current and prospective foster parents</p> <p>02/20/2019 Distributed Foster Care Recruitment Flyers in Alexander City Businesses and Doctor’s offices.</p> <p>04/02/2019 TIPS Graduation / Foster Parent Presentation / Recruitment</p>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		05/05/2019 Foster Parent Appreciation Reception for current foster parents; encouraged them to give out flyers to families/individuals they know that may want to become a foster home provider.	05/05/2019 Foster Parent Appreciation Reception for current foster parents; encouraged them to give out flyers to families/individuals they know that may want to become a foster home provider.
		05/07/2019 Placed Recruitment flyers at Alex City Elementary Schools	05/07/2019 Placed Recruitment flyers at Alex City Elementary Schools
		05/13/2019 Fall Session TIPS session kickoff for prospective foster families	05/13/2019 Fall Session TIPS session kickoff for prospective foster families
		05/22/2019 Spoke with Dadeville First Baptist WM Group requesting to be speaker at next WM Group meeting in August.	05/22/2019 Spoke with Dadeville First Baptist WM Group requesting to be speaker at next WM Group meeting in August.
		06-01-2019 Fall TIPS Classes Began / Final Recruitment meeting for new members	06-01-2019 Fall TIPS Classes Began / Final Recruitment meeting for new members
		06/10/2019 Distributed Foster/Adoption Flyers for upcoming T.I.P.S. Classes to new foster parents to assist with recruiting new class participants.	06/10/2019 Distributed Foster/Adoption Flyers for upcoming T.I.P.S. Classes to new foster parents to assist with recruiting new class participants.
		07/31/2019 "Strengthening Families" Presentation for prospective and existing foster families CDC's "Learn the Signs Act Early" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.	07/31/2019 "Strengthening Families" Presentation for prospective and existing foster families CDC's "Learn the Signs Act Early" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.
		08/05/2019 Prudent Parenting Education session open to current and prospective foster parents	08/05/2019 Prudent Parenting Education session open to current and prospective foster parents
		Dadeville First Baptist WM Group speaker at WM Group meeting	Dadeville First Baptist WM Group speaker at WM Group meeting
		08/06/2019 TIPS Graduation / Foster Parent Presentation / Recruitment	08/06/2019 TIPS Graduation / Foster Parent Presentation / Recruitment
		08/20/19 "Strengthening Families" Presentation for prospective and existing foster families "Help Me Grow Alabama – A tool for parents and professionals" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.	08/20/19 "Strengthening Families" Presentation for prospective and existing foster families "Help Me Grow Alabama – A tool for parents and professionals" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		09/17/2019 "Children's Aid Society - APAC Presentation for Prospective and existing foster families "The Effects of Trauma on Children and Adults" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.	09/17/2019 "Children's Aid Society - APAC Presentation for Prospective and existing foster families "The Effects of Trauma on Children and Adults" – the event included a presentation by staff regarding becoming a foster family and assisting DHR in getting more families involved in fostering.
63	Tuscaloosa	<p>Submitted by Joy Humphrey, 1/16/2019</p> <p>January 2019-September 2019</p> <ul style="list-style-type: none"> <li>-Doing What Matters Most: set-up table</li> <li>-Set-up table/flyers at local gym</li> <li>-Update Flyers at City &amp; County Schools</li> <li>-Update Flyers at both local hospitals</li> <li>-Reach out to 3 local churches</li> <li>-Informational booth in the mall</li> <li>-Ask foster parent to provide information during a small group</li> <li>-Wear Red Day: set-up table at local gym</li> <li>-Reach out to local car dealership</li> <li>-Leave information at 3 local doctor's offices</li> <li>-Leave information at 3 local daycares</li> <li>-Leave information at Bama Bounders/Tumbling Tides</li> <li>-Read &amp; Romp: Set-up table</li> <li>-Leave information at Dance Centre/ABJ/All Fired Up</li> <li>-WVUA</li> <li>-Contact Jimmy Lawson Radio Station for possible interview this month Interview-WTSR</li> <li>-Place yard sign up for whole month</li> <li>-Father's day in Park- set up table</li> <li>-Impact Day set up table</li> <li>-Contact school of SW about table set-up during orientation sessions</li> <li>-Local Farmer's market</li> <li>-Leave information at local summer camps</li> <li>-Set-Up Table at local back to school drives</li> <li>-Set-Up in Mall during tax free weekend</li> <li>-UA Family&amp;Friends Day: set-up table</li> <li>-County Fair: Set-Up Table</li> <li>-Set up table at Barnes and Nobles</li> </ul>	<p>Submitted by Joy Humphrey:</p> <p>Completed strategies:</p> <ul style="list-style-type: none"> <li>-Informational booth in the mall</li> <li>-Ask foster parent to provide information during a small group</li> <li>-Place yard sign up for whole month.</li> <li>-County Fair: Set-Up Table</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
64	Walker	<p>Submitted by Ginger Roberts, 5/11/20</p> <p>2019 Recruitment for Foster Parents</p> <p>January- Ask Current Foster Parents for names of Potential Foster Parents  February- Rotary Club, Letters to Churches  March- Grocery Store Flyers, Church Appearance  April- Social Media Post, Church Appearance  May- Movie Night (Instant Family) Partnering with Desperation Church, Kids Expo, Newspaper Article and Proclamation with Mayor for Foster Care Month, Church Appearance  June- Local Radio Station, Church Appearance  July- Newspaper, Church Appearance  August- Letters and Visit Teachers Jasper City Schools, Blue Devil Day, Church Appearance  September- Foothills Festival Sept. 6&amp;7, Days Gap Festival, Frog Festival, Letters and Visit Teachers Walker County Schools, Church Appearance  October- Visit Teachers Walker County Schools, Church Appearance  November- Newspaper Article and Proclamation with Mayor for Adoption Month, Church Appearance  December-Kiwanis Club, Church Appearance  Newspaper &amp; Social Media Post- Statistics of Walker County Foster Care  Put Banners up in front of DHR, Place applications in Lobby, Ask Foster Parents to place 1 yard sign in the area that they live  Church- Bulletin Inserts, Visit 1 Sunday and 1 Wednesday each Month  The Department will offer orientation monthly at DHR for anyone wanting more information in becoming a foster parent.  *Purchased new banners to place in front of DHR, purchased car magnets</p>	<p>Submitted by Ginger Roberts. 5/11/20</p> <p>The county went on the Coffee time talk, went on the radio station, and did an article in the newspaper.  The county set up a booth at Desperation Church for those interested. Asked Current Foster Parents for names of Potential Foster Parents, Kids Expo, Visit Teachers Jasper City Schools, Foothills Festival Sept. 6&amp;7, Days Gap Festival, and Visit Teachers Walker County Schools, Visit Teachers Walker County Schools, Purchased new banners to place in front of DHR, purchased car magnets</p>
65	Washington	<p>October 2018- Participated/Display Booth in the town of Chatom Fall Festival  January 2019- Letters/flyers to local churches focusing on recruitment and asking them to make it a part of their church bulletins  February 2019- Skeet Shoot/Fundraiser event to bring awareness for the need for foster/adoptive homes, as well as, the growing needs in foster care. (Sponsored by a collaborative effort</p>	<p>Completed strategies:</p> <ul style="list-style-type: none"> <li>• Participated/Display Booth in the Town of Chatom Fall Festival</li> <li>• Letters to local churches asking them to make it a part of their church bulletin.</li> <li>• Display Booth at the Washington County Library.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>of local civic organizations). DHR spoke about the needs of our community as well as answered questions and provide information.</p> <p>Displays will be set up at the Library and Health Department and Recruitment.</p> <p>Flyers to local businesses/restaurants focusing on the need for Foster/Adoptive Homes.</p> <p>April 2019: Display Booth/Participate at the Spring Health Fair Event</p> <p>Display Booth at the Washington County Library</p> <p>May 2019: Participate in the Cancer Walk, have booth, pass out water with Open your heart/Open your home logo.</p> <p>August 2019: Presentation at the County School In Service Meeting with a display booth.</p> <p>September 2019: Display Booth at Fall Health Fair Event</p>	<ul style="list-style-type: none"> <li>• Display booth at the Fall Health Fair Event.</li> </ul>
66	Wilcox	<p>Submitted by Carol Dixon, 12/21/2018</p> <p>Wilcox County DHR plans to increase recruitment activities through the distribution of promotional materials, media campaigns/advertisements, and public speaking engagements.</p> <p>November 2018:</p> <ul style="list-style-type: none"> <li>• Foster and Adoptive Appreciation/Recruitment Event. This night included information on becoming a foster parent, our upcoming Orientation and classes, a speaker, Heart Gallery display, and refreshments.</li> </ul> <p>December 2018:</p> <ul style="list-style-type: none"> <li>• Present to Wilcox County Children’s Policy Council. Invitation to Foster Parent Orientation set for January 15<sup>th</sup> to be distributed to Children’s Policy Council Members to present to their home church and add to church bulletins.</li> <li>• Send letters to all prospective resources gathered in 2018 inviting them to January 15<sup>th</sup> TIPS Orientation.</li> </ul> <p>January 2019:</p>	<p>Submitted by Carol Dixon:</p> <p>Completed strategies:</p> <p>November 2018:</p> <ul style="list-style-type: none"> <li>• Foster and Adoptive Appreciation/Recruitment Event. This night included information on becoming a foster parent, our upcoming Orientation and classes, a speaker, Heart Gallery display, and refreshments.</li> </ul> <p>December 2018:</p> <ul style="list-style-type: none"> <li>• Present to Wilcox County Children’s Policy Council. Invitation to Foster Parent Orientation set for January 15<sup>th</sup> to be distributed to Children’s Policy Council Members to present to their home church and add to church bulletins.</li> <li>• Send letters to all prospective resources gathered in 2018 inviting them to January 15<sup>th</sup> TIPS Orientation.</li> </ul> <p>January 2019:</p> <ul style="list-style-type: none"> <li>• Press release with Orientation/TIPS information to be run in the paper.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>February 2019:</p> <ul style="list-style-type: none"> <li>• Press release with Orientation/TIPS information to be run in the paper.</li> <li>• Present at Multi-Needs and Multi-Disciplinary Team meeting.</li> <li>• Orientation for TIPS Class</li> <li>• TIPS CLASS begins 1/31/19</li> </ul> <p>March 2019:</p> <ul style="list-style-type: none"> <li>• Distribute flyers/ posters etc. to local businesses, Doctor Offices, Health Department, and Churches to display.</li> <li>• PSA's on both radio and print.</li> <li>• Speaking engagements.</li> <li>• "Yard Sign" campaign throughout the county.</li> </ul> <p>April 2019:</p> <ul style="list-style-type: none"> <li>• TIPS participants to speak about their experiences.</li> <li>• Present information to QA members and ask them to disseminate in the community.</li> </ul> <p>May 2019:</p> <ul style="list-style-type: none"> <li>• Partner with local Children's Policy Council during their Annual Family Summit. DHR will have a booth and recruitment information.</li> <li>• Distribute flyers at Pin Wheel Ceremony for Child Abuse Awareness Month.</li> <li>• Media Campaign regarding Child Abuse Prevention month to include recruitment information.</li> </ul> <p>June 2019:</p> <ul style="list-style-type: none"> <li>• Foster Care Month presentation in the community with recruitment information provided.</li> <li>• PSA's, Media Campaign for National Foster Care Month to include recruitment information.</li> </ul>	<ul style="list-style-type: none"> <li>• Orientation for TIPS Class</li> <li>• Not enough for TIPS held Deciding Together</li> </ul> <p>February 2019:</p> <ul style="list-style-type: none"> <li>• Distribute flyers/ posters etc. to local businesses, Doctor Offices, Health Department, and Churches to display.</li> <li>• Speaking engagements.</li> <li>• "Yard Sign" campaign throughout the county.</li> </ul> <p>March 2019:</p> <ul style="list-style-type: none"> <li>• TIPS participants to speak about their experiences.</li> <li>• Present information to QA members and ask them to disseminate in the community.</li> </ul> <p>April 2019:</p> <ul style="list-style-type: none"> <li>• Partner with local Children's Policy Council during their Annual Family Summit. DHR will have a booth and recruitment information.</li> <li>• Distribute flyers at Pin Wheel Ceremony for Child Abuse Awareness Month.</li> <li>• Media Campaign regarding Child Abuse Prevention month to include recruitment information.</li> </ul> <p>May 2019:</p> <ul style="list-style-type: none"> <li>• Foster Care Month presentation in the community with recruitment information provided.</li> <li>• PSA's, Media Campaign for National Foster Care Month to include recruitment information.</li> </ul> <p>June 2019:</p> <ul style="list-style-type: none"> <li>• Make contact with prospective homes that did not participate in January class or shown interest.</li> </ul> <p>July 2019:</p> <ul style="list-style-type: none"> <li>• Present at Children's Policy Council.</li> <li>• Assess the need for a second TIPS Class for the year.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<p>July 2019:</p> <ul style="list-style-type: none"> <li>• Make contact with prospective homes that did not participate in January class or shown interest.</li> <li>• Present at Children’s Policy Council.</li> <li>• Present at MDT and MN meeting.</li> <li>• Assess the need for a second TIPS Class for the year.</li> </ul> <p>August 2019:</p> <ul style="list-style-type: none"> <li>• Present at local Mandated Reporter training.</li> <li>• 2<sup>nd</sup> Orientation and TIPS Class— Tentative</li> </ul> <p>September 2019:</p> <ul style="list-style-type: none"> <li>• PSA’s</li> </ul>	<p>September 2019:</p> <ul style="list-style-type: none"> <li>• PSA’s</li> </ul>
67	Winston	<p>Submitted by Diane Watson:</p> <p>Winston County Department of Human Resources Foster Family Home/Adoptive Resource Recruitment Plan-FY 2019</p> <ul style="list-style-type: none"> <li>• Place roadside signs at large intersections in the county during the months of February, May and November. Purchase more signs with adoption incentive funds if available</li> <li>• Run announcements in the local newspaper at least twice a year (January and July to prepare for TIPS training</li> <li>• Purchase flyers to distribute at major county events such as the annual 911 Festival in Haleyville, Chitlin’ Supper in Arley, etc.</li> <li>• During February, May and November, family and children’s service workers will rotate existing magnetic automobile signs</li> <li>• Resource worker attends/has booth at the annual Parent Fair event in Haleyville and other events in the county</li> </ul>	<p>Submitted by Diane Watson:</p> <p>Completed strategies:</p> <ul style="list-style-type: none"> <li>• Ran announcements in the local newspaper at least twice a year (January and July to prepare for TIPS training)</li> <li>• Placed roadside signs at large intersections in the county during the months of February, May and November. Purchase more signs with adoption incentive funds if available.</li> <li>• Resource worker attended/set up booth at the 911 Festival and Arley Days Festival.</li> <li>• An announcement was placed on HBTv.com, a local community news website.</li> <li>• Winston DHR will participated in the annual Double Springs Christmas parade with a recruitment float in December 2018.</li> <li>• Resource worker placed foster parent recruitment posts on social media such as Facebook.</li> </ul>

CO. #	CO. NAME	2019 COUNTY PLAN(S)	2019 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Resource worker and director will speak at various organized club meetings such as Civitans, etc.</li> <li>• An announcement will be placed on HBTV.com, a local community news website</li> <li>• Winston DHR will participate annually in the Double Springs and Haleyville Christmas parades with a recruitment float</li> <li>• Resource worker places foster parent recruitments posts on social media such as Facebook</li> </ul>	

## Alabama Training Plan: 2021 APSR Update

### OVERVIEW

The Office of Child Welfare Training (OCWT) is responsible for training social work and supervisory staff of county departments in the basic child welfare skills curriculum. Trainers are located in Huntsville, Montgomery, Gadsden, Mobile and Birmingham and deliver training in cities throughout the State.

The Office of Child Welfare Training has consistently provided up-to-date training to staff by developing and delivering training programs which promote the development of competent child welfare professionals. The Striving Toward Excellent Practice (STEP) sessions equips child welfare workers and supervisors with the knowledge and skills necessary to help them to be successful in their work with families. The Office of Child Welfare Training serves as a “clearinghouse” for training needs within the Division. In some areas it will serve in a consulting role to help other units in the Division develop curricula that is outcome based and fits within the adult learning mode. In other areas, it may do more partnering by helping to deliver the training with staff. It also serves in a consulting role for the counties as they are enabled through train-the-trainer programs to produce and present some of their own training.

### DESCRIPTION OF INITIAL IN-SERVICE TRAINING PROGRAM FOR NEW CHILD WELFARE STAFF:

Generally, the majority of new staff completes their initial STEP: Foundations training no later than 3-6 months upon employment. The training is based on five foundation concepts: the belief that people can change; respecting the family’s culture, joining with families; building partnerships with birth families and foster/adoptive families in parenting; and working with families in an ecological (Systems) framework. The delivery of training has been refined to incorporate a blended learning approach. Prior to attending (in class) training, participants are given on-line reading assignments, accompanied by a short quiz to gauge their understanding. While in class, the prerequisite work is discussed and reinforced. OCWT continues to look at cost-saving measures that will not diminish the overall learning experience.

### Striving Toward Excellent Practice: STEP

The design of the training includes “Steps” of development. The first “Step” will be the foundational tools all workers need. “Steps” 2 and 3 includes specific modules for staff based upon their particular duties at DHR. (Striving Toward Excellent Practice in Intake, Striving Toward Excellent Practice in Investigation, etc.).



\*Adoption has the prerequisite of Case Management.

STEP also incorporates more online resources. The classroom modules have been designed for the specific duties of the worker, saving time spent away from the office. Additionally our SACWIS system, FACTS, has been incorporated into the Child Welfare Curriculum (STEP-Striving Toward Excellence in Practice), so that staff will not have to go to a separate training and they can immediately see how the work they do in the field is incorporated and supported in our FACTS system.

### **TRAUMA INFORMED PARTNERING FOR SAFETY AND PERMANENCE (TIPS) LEADER CERTIFICATION TRAINING**

The Office of Child Welfare Training provides Leader Certification Training in Trauma Informed Partnering for Permanence and Safety (TIPS) for Prospective Foster/Adoptive Parents to county staff and foster parents and to qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants through the process leading to licensure or approval. The Office of Child Welfare Training continues to partner with other certified "Trainers of Leaders" to deliver the leader certification training. TIPS/Deciding Together certification is another curriculum designed for use with foster/adoptive families and is delivered by the Office of Child Welfare Training. Deciding Together is a foster/adoptive preparation and selection process designed for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in TIPS.

### **TRAINING ENHANCEMENTS TO EXPLORE**

Children are exposed to or experience domestic violence in many ways. They may hear one parent/caregiver threaten the other, observe a parent who is out of control or reckless with anger, see one parent assault the other, or live with the aftermath of a violent assault. Many children are affected by hearing threats to the safety of their caregiver, regardless of whether it results in physical injury. Children who live with domestic violence are also at increased risk to become direct victims of child abuse. In short, domestic violence poses a serious threat to children's emotional, psychological, and physical well-being, particularly if the violence is chronic. The Office of Child Welfare Training has included more information regarding domestic violence in the preservice training. New Child Welfare staff also receive the online LETS training "Domestic Violence and Child Welfare Overview and Assessment" from the Field Administration Division. SDHR Children and Family Services, through the Children's Justice task Force and Troy University, has been able to offer training opportunities in the areas of Family Violence/Domestic Violence and Safety in CPS Training. The initial training was offered in September of 2019 and included approximately 70 CPS worker from across the state. A second session, set for May of 2020, was postponed secondary to the Pandemic but will be offered in the future.

The involvement of fathers and paternal family members is critical to a child's growth and development. Historically, child welfare agencies have not been effective in involving fathers in the family work that is needed to achieve safety, permanency, and well-being. The Office of Child Welfare Training has enhanced the preservice training to include more in depth information on engaging and involving fathers and paternal family members that will create greater opportunities for them to be connected in ways that would benefit their children. OCWT continues to explore this topic. Children and Family Services has included training around engagement of fathers and relatives at the most recent Judicial Child Welfare Summit, the CPS training and it will be included again at the upcoming Supervisor's Trainings. This will not be an area where training will be presented only a few times, it will continue to be a common theme woven into the fabric of all trainings moving forward within our Division.

Substance abuse is a major problem in the families that we serve. Opioid abuse, along with other substances is a tremendous problem in the state of Alabama. Division staff could benefit from a training that provides signs, symptoms, and solutions in order to assist them in working with families who are affected by substance abuse. SDHR worked in conjunction with the Children's Justice Task Force to create an updated Substance Abuse Training model. The training was offered to a pilot group of participants on March 2-3 ,2020 in Montgomery. There were approximately thirty participants at the training from a number of professional disciplines to include SDHR Family Service Division managers, DHR County Office Directors, County Supervisors, Task Force members, SDHR Legal staff, and QA staff. The participants were asked to provide feedback and input regarding the training and how it might be fleshed out before delivery to the target staff i.e. county office practitioners and supervisors. The input was collated and integrated into the model. Plans are underway to offer the training throughout the state in the coming year.

While there is never an excuse to abuse a child, there are contributing factors and causes that lead to situations that result in child abuse. It is important for child welfare workers to determine what underlying issues a family may have experienced that caused the abuse, and to assist families in recognizing them in order to begin the healing process that will ensure their safety. In that regard, OCWT will be exploring an updated Underlying Conditions training to provide staff with tools that will help them get to the core of the issue.

Child welfare staff is strongly encouraged to utilize concurrent planning to facilitate a more timely achievement of permanency and stability in the event the original permanency goal cannot be achieved. Rather than pursuing one permanency goal exclusively until efforts are exhausted, the ISP Team should determine the “next best” permanency goal and a timeframe for achieving that goal in the event the primary goal cannot be achieved. Staff should actively encourage parents to assist with developing the concurrent planning goal, and parents should be made fully aware that both goals are being actively pursued. To this end, OCWT is also exploring an updated Concurrent Permanency Planning curriculum for staff.

Due to the onset of the current pandemic, OCWT is also exploring alternative methods of training. Since the main way of training has been in the classroom, and given the social distancing guidelines, OCWT has actively been searching for larger classrooms/venues. Since FACTS training is a component of STEP training, they are in the process of determining the logistics of seating training participants 6 feet away from each other.

Also, OCWT is planning on delivering their very first online Deciding Together training via Zoom. This training will include TIPS participants from several counties within the state, as well as contract providers. The Deciding Together session is scheduled to begin June 3, 2020. OCWT will provide updates upon completion of the training.

Other undertakings specific to current pandemic guidelines include reviewing the current STEP curricula and determining what changes could be made in order to provide the training virtually.

Simulation labs for child welfare training and education provides an immersive training environment that affords a realistic experience for trainees to prepare them for real-world interactions. Some of the benefits of simulation include:

1) increased transfer of learning; 2) practice in a safe environment; 3) improved skill retention; and 4) opportunities to watch and learn from others. The Department is currently researching the prospect of implementing simulation labs regionally throughout the state.

A key component in the process of Transfer of Learning is on-the-job training. Without follow up to training, training does not work. The pre-work in LETS and the classroom training are only two components in learning a skill. Once a person is hired, they receive their initial pre-work training through our Learning Management System LETS. These include readings and self-guided online trainings to introduce the policies, concepts, and skills necessary to be successful in their jobs. After completing their pre-work for the STEP module they are currently in (Foundations, Case Management, Intake, Investigation, Adoption), they attend the residential (classroom) training where they get the opportunity to continue to learn skills and a chance to practice and get feedback in the classroom setting.

Upon completion of training, the on-the-job component will be implemented. LETS will also be the means to distribute the On-The-Job component that can be printed and shared with their supervisor. It will consist of activities that will take the skills learned in the classroom component and give them a chance to practice in the field with supervision and feedback. It will be important that each OJT is tailored to the actual duties of each worker. The OJT guide will give suggestions for these activities and a format to capture the feedback for the skills. Some of the OJT activities will be completed prior to classroom training and others will be completed after attending classroom training. There will be no more than 3 activities for each OJT component.

After completing the OJT, the supervisor will send feedback to the training unit (through a short Survey Monkey survey) regarding what worked well and what did not. We will use this continuous feedback loop to be sure our training evolves to meet the needs for the workers and their supervisors.

Once the supervisor has assessed, through their observation and feedback, that the worker has gained the knowledge and skill level to be successful with their families, they should then be able to make a preliminary determination as to the assignment of a caseload for the worker.

### **DHR Supervisory Management Training.**

An important quality of successful supervision is the ability to be an effective leader. Every leader can be a supervisor, but every supervisor cannot be a leader. DHR Supervisory Management Training was developed by The Policy and Practice Group to provide more information regarding leadership for Supervisors. This 4 day training will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance. We continue to explore new and innovative techniques to help supervisors manage their staff toward outcomes with families that provide safety, permanence and well-being.

In addition, Children and Family Services is including one full day at the supervisor training sessions this year that will be dedicated to developing leadership skills in our supervisor ranks. This is being provided through collaboration with Clarus.

### **MEASURING SKILL DEVELOPMENT OF NEW/EXPERIENCED STAFF**

The supervisor remains key to the ongoing measuring of /providing coaching and feedback for skill development of line staff. Also, in classroom training there are a number of opportunities for staff to observe skills being modeled, as well as having the chance to practice and receive feedback on implementation of skills. We are also exploring how to reintegrate On-the-Job modeling and coaching from supervisors/peers to reinforce the skills learned in training.

### **STATEWIDE INFORMATION SYSTEM (FACTS) TRAINING**

FACTS has been incorporated into the new STEP training so that workers will learn the skills needed to document the work they are doing in Intake, Investigation, Case Management and Adoption. OCWT continues to offer counties specialized county based training regarding skill development in using our automated system to best support the work our child welfare workers are doing with families.

### **CFCIP TRAINING**

We will continue to provide comprehensive, innovative and relevant training to our youth, providers, county and state staff, foster parents, judges and interested community stakeholders. We will conduct annual networking opportunities for ILP staff, providers and community stakeholders. We will continue to provide regional trainings to the county related to independent living policy and procedures and NYTD. We will provide online trainings as deemed appropriate using our LETS training system. We will improve our capacity to provide training upon request to counties and community stakeholders if staff can be added to our Program. Youth will be provided annual leadership and ILP training. Youth will participate in national conferences annually and in monthly trainings around the state. **We will continue, in partnership with AFAPA, APAC, Kids to Love and Children's Aid Society, to educate potential foster and adoptive parents regarding the need and benefits of providing care and becoming permanent connections for our older youth.**

### **Training Checklists – Training Events That Are New for FY 2020-21**

The following training events were not included in the 2020-2024 CFSP Training Plan and are now being added to the training plan. They are included in the 2021 APSR Training Plan.

- District Training 1
- District Training 2
- Strengthening Families (Pilot)
- Strengthening Families (Statewide Rollout)
- Meaningful Caseworker Visits
- DHR Attorney Training

**NOTE:** The page numbers for each of the checklists, in the lists that follow, reflect the page number of that particular checklist in the 2020-2024 CFSP Training Plan.

### **Training Checklists – Training Events For Which Changes Have Occurred – Revised Checklist Included**

There are changes (as noted) for the following training events and the training checklist have been revised to reflect those revisions.

- **Leader Certification Update in TIPS (p. 21)**  
Though not related to COVID-19, plans are to reduce the participant number and costs, as reflected in the revised checklist, that is included in the 2021 APSR Training Plan.
- **University of Alabama Partnership (p.38)**  
There are changes in the description of this partnership, as well as in the MSW/BSW listings (highlighted in yellow), and therefore, this checklist is included in the 2021 APSR Training Plan.
- **Trained Therapist Network, or TTN (p.43) and APAC Contract (p. 44)**  
The TTN is a component of the APAC contract and the checklist for those training activities is being removed from the 2020-2024 CFSP Training Plan.  
  
The checklist for the APAC contract, which also includes the TTN, has been revised, and is included in the 2021 APSR Training Plan. It should be noted that there were a few training activities that are part of the APAC contract that did, or may, experience some changes in delivery of the training or meeting content due to COVID-19 (e.g., some TIPS classes conducted by APAC may be virtual, as well as some TTN events). However, the estimated costs of the contract remain the same as that shown on the 2021 APSR Training Plan
- **Judicial/Child Welfare Summit (p. 56)**  
This Summit is scheduled for FY21, with the original format as provided in the 2020-2024 CFSP Training Plan. However, there is a change in estimated costs (unrelated to COVID-19), which is reflected in the training checklist that is included in the 2021 APSR Training Plan.
- **FACTS Basic User Training (p.62)**  
The information related to this training has been included in STEP, thereby greatly reducing the need. A revised checklist is included in the 2021 APSR Training Plan.

### **Training Checklists – Training Events for Which Changes Have Occurred Due to COVID-19**

There have been revisions made to the conducting of the following training events, as impacted by COVID-19. The changes made to how the training events were conducted, the resulting impact on costs, and the presence/absence of a training checklist in the 2021 APSR Training Plan, are described below.

- **State Youth Advisory Council Meetings (p.8)**  
Meetings were conducted up until March 2020 and will be held again as soon as COVID-19 restrictions permit. The training checklist, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is not included in the 2021 APSR Training Plan.
- **Supervisor Conferences (p.9) \***
- **ILP Networking Conference (p.12)**  
The ILP Networking Conference was conducted virtually during the pandemic, although plans for next year remain the same as that indicated in the 2020-2024 CFSP Training Plan.

A revised checklist is included for the **VIRTUAL** component. However, since the FY21 plans for the ILP Networking Conference, as provided in the 2020-

2024 CFSP Training Plan, remain the same, that checklist is not included in the 2021 APSR Training Plan.

- **AFAPA Contract (p.15)**

The Annual AFAPA Conference, scheduled for May 2020, was cancelled due to COVID-19. However, the contract continues at the same funding level as that indicated in the 2020-2024 CFSP Training Plan. Therefore, the training checklist for this contract is not included in the 2021 APSR Training Plan.

- **iCAN County Team Meetings (p. 18)**

Some county meetings have been conducted virtually. A revised checklist, with revised estimated costs (for both FY20 and FY21) is included in the 2021 APSR Training Plan.

- **iCAN Advisory Committee Meetings (p.19)**

A recent meeting was held virtually, although the next one is planned to occur in-person. At this point, given the low budget, the information will remain the same as that shown on the 2020-2024 CFSP Training Plan, and is not included in the 2021 APSR Training Plan.

- **STEP Training (p. 20)**

STEP Training will have a virtual component for during the pandemic, and a classroom component, once those sessions are re-instated.

A revised checklist is included for the **VIRTUAL** component. However, the classroom checklist for STEP, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is therefore not included in the 2021 APSR Training Plan.

- **Leader Certification in TIPS (p.22)**

Leader Certification in TIPS will have a virtual component for during the pandemic, and a classroom component, once those are reinstated.

A revised checklist is included for the **VIRTUAL** component. However, the classroom checklist for Leader Certification in TIPS, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is therefore not included in the 2021 APSR Training Plan.

- **TIPS/Deciding Together (p. 24)**

TIPS/Deciding Together will have a virtual component for during the pandemic, and a classroom component, once those sessions are re-instated.

A revised checklist is included for the **VIRTUAL** component. However, the classroom checklist for TIPS/Deciding Together, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is therefore not included in the 2021 APSR Training Plan.

- **NACAC (p.31)**

This conference is being conducted virtually this year and the Department presently plans for two staff to attend. In anticipation that the conference will be held in-person next year, the checklist will remain the same as reflected in the 2020-2024 CFSP Training Plan, and therefore is not included in the 2021 APSR Training Plan.

- **CWLA Conference (p.32)**

Participation was virtual in FY 2020, with no federal funds being used. The plans for next year remain the same as listed in the 2020-2024 CFSP Training Plan. Therefore, the training checklist is not included in the 2021 APSR training plan.

- **Tools of Choice (p.34)**

Due to COVID-19, virtual classes are being conducted. However, the plan is to return to classroom (in-person) training, when restrictions are lifted. Therefore the training checklist, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is not included in the 2021 APSR Training Plan.

- **TCM Training (p. 37)**

The TCM Training will transition from a Regional classroom training to an Online Certification Training that will be completed in DHR's Learning Management System (LETS) by newly hired child welfare staff. Presently, this new method of training is scheduled to begin in July 2020, and since the training will be completed online there will not be a training cost. Therefore, this training checklist is being removed from the 2020-2024 CFSP training plan.

- **Permanency Conference (p. 45) \***

- **ILP Conference Camps (p.47)**

ILP Conference Camps were conducted virtually during the pandemic, although plans for next year remain the same as that indicated in the 2020-2024 CFSP Training Plan.

A revised checklist is included for the **VIRTUAL** component. However, since the FY21 plans for ILP Conference Camps, as provided in the 2020-2024 CFSP Training Plan, remain the same, that checklist is not included in the 2021 APSR Training Plan.

- **Annual Meeting: DHR and Poarch Band of Creek Indians (p. 49)**

This meeting was changed to a conference call, with no federal funds being used. The plans for next year remain the same as listed in the 2020-2024 CFSP Training Plan; therefore, this training checklist is not included in the 2021 APSR training plan.

- **Meetings, Training Sessions, Consultative Visits of FSD/QAD Staff (p.50)**

This checklist is being revised as FCS and QAD consultants did not have the same level of frequency of consultant visits during the pandemic. It is currently planned to return to the original plan for FY21; however, a revised checklist for FY20 is included in the 2021 APSR Training Plan.

- **Supervisor Management Training (p.53)**

Supervisory Management Training will have a virtual component for during the pandemic, and a classroom component, once those sessions are re-instated.

A revised checklist is included for the **VIRTUAL** component. However, the classroom checklist for Supervisory Management Training, as provided in the 2020-2024 CFSP Training Plan, remains the same, and is therefore not included in the 2021 APSR Training Plan.

- **CPS Conference (p.66) \***

\* Training events were re-scheduled due to COVID-19; it is anticipated that costs are likely to increase and state office staff are working with our vendors now to try to plan accordingly. However, as of the 2021 APSR submission, we are unable to predict the estimated costs with any degree of confidence. Therefore, the current number of estimated participants and current estimated cost, as indicated in the 2020-2024 CFSP Training Plan, remain the same, and thus these training checklists are not included in the 2021 APSR Training Plan. Changes will be reflected in the 2022 APSR Training Plan.

### **Training Checklists – Training Events for Which Information Remains the Same**

The following training checklists reflect training events for which the information remains the same as that provided in the 2020-2024 CFSP, Training Plan. These checklists are not included in the 2021 APSR Training Plan.

- Performance Appraisal (p.4)
- Progressive Discipline (p.5)
- Read – Act Leadership Skills (p. 6)
- Alabama Higher Education Consortium on Child Welfare Regional Workshops (p.7)
- Annual Youth Leadership Training (p.11)
- Annual County/State QA Committee meeting (p.13)
- SLO meeting (p.17)
- MAT Training (p.25)
- Doing What Matters for Alabama’s Children (p.26)
- Mandatory training – Psychotropic Medications (p.28)
- Underlying Conditions (p.35)
- Substance Abuse: Symptoms, Signs, and Solutions (p.36)
- Family Violence and Safety in CPS (p.41)
- The Annual, National IL Conference (p.46)
- ILP Dream Council Meetings (p.48)
- FSD Staff Attendance at Region IV, CB-Sponsored CWCI Meetings (p.51)
- County TIPS classes (p.52)
- Children’s Justice Annual Meeting (p.54)
- Coordinated State Child Welfare Programs Grantee Meetings (p.55)
- Substance Abuse Training – Children’s Justice Funds (p.57)
- Medical Aspects of CAN Investigations/Assessment Training (p.58)
- Alabama Association of Behavioral Analyst Annual Convention (p.60)
- Concurrent Permanency Planning (p.61)
- FACTS Mobility Application for FY 20-24 (p.63)

**Training Checklists – Training Events Cancelled Due To COVID-19 – Resume Next Year As Originally Planned**

The following training checklists reflect training events that were cancelled for FY 2020. However, at the present time, it is believed they are planned for FY 2021, and since the information remains the same as that provided in the 2020-2024 CFSP Training Plan, these checklists are not included in the 2021 APSR Training Plan.

- National Conference on Child Abuse and Neglect (p.16)
- International Symposium on Child Abuse (p. 27)
- Wendy’s Wonderful Kids Summit (p. 29)
- National ICAMA Conference (p.30)
- National Social Work Enrichment Program, or NSEP (p.33)
- Association of ICPC Administrators (p. 42)

**Training Checklists – Training Events That Are No Longer Planned for FYs 2020 – 2024, And Are Being Removed**

The following training checklists reflect training events that are no longer planned for the time period covered by the 2020-2024 CFSP. Therefore, these checklists are being removed from the 2020-2024 CFSP Training Plan.

- FACTS Refresher (p.10)
- CFSR Reviewer Training (p. 14)
- Master Level Certification in TIPS (p.23)

- AL Network of CAC training sessions (p.59)
- FACTS Mobility App Training for FY 2019 (p.64)
- FACTS Mobility App Training for FY 2018 (p.65)

**Other Program Training - See Page 30**

The training checklists that follow provide information on new or revised plans as described in the narrative above. The estimated number of participants and estimated costs that are shown for each training activity reflect the totals per each year of the CFSP, not the collective totals for the five-year period.

# "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

**District Training 1**

District wide trainings were provided over the last year. The one day trainings look at best practice in the areas of Intake; CAN Investigation; and Safety Assessment/Planning. It has been designed to provide frontline workers and their supervisors with the knowledge required to help ensure that children remain safe, while families are helped to acknowledge risks and formulate plans to increase their abilities to provide safety, security, and stability. The one-day training will be offered on two consecutive days to ensure that all appropriate staff members have the opportunity to attend.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	CPS Program Specialist
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	8 Hours per day
	<input type="checkbox"/>	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		825	Total Cost	\$220,000.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. HR10427

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**District Training 2**

Quality Child Welfare Practice Specialists will conduct training in nine districts across the state on Comprehensive Family Assessments (CFAs) and Individual Service Plans (ISPs). The training is designed for county supervisors and county caseworkers to gain skills to effectively engage family members in an effort to effectively assess child safety, permanency and well-being and plan for identified needs in a family planning meeting (ISP).

Indicate which, if any, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

Indicate setting/venue for the training activity

Indicate proposed provider of training activity

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

Indicate duration category of the training activity

Specify approximate number of days or hours of training activity

<input type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	Days
<input checked="" type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	6 Hours per day
		<input type="checkbox"/>	6 Credit hours

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	Specify
		<input type="checkbox"/>	Other community staff (medical, legal, police)	

Costing method

Estimated total cost

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee)	\$129	Unit cost	\$0.00	No. Trainees	375	Total Cost	\$48,222.50
<input type="checkbox"/>	Cost per class/training function	apprx.6700	Estim. no. of trainees in class				Total Cost	
<input type="checkbox"/>	Other (specify) travel/per diem	approx.\$1000						

Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E /

Indicate all applicable funding sources

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Strengthening Families training was **piloted** (separately) for child welfare workers and supervisors in **District VI** (with the exception of Jefferson County, early in CY 2020. Strengthening families is a research informed, strengths-based framework that aims to prevent child abuse & neglect by focusing on the well-being of all families and by helping families identify and build on their own protective factors.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/>
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other --AL Network of Family Resource Centers----->

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> Days (3 for workers; 2 for supervisors)
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 8 Hours per day
	<input checked="" type="checkbox"/> Credit hours- workers (19); supervisors (12.7)

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input style="width: 100px;" type="text"/>
	<input type="checkbox"/> Other community staff (medical, legal, police) <input style="width: 100px;" type="text"/>

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		149	Total Cost	\$34,190.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

HR10452

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Strengthening Families is planned for **statewide implementation** in the time frame covered by the 2020-2024 CFSP (to occur after being piloted). Strengthening families is a research informed, strengths-based framework that aims to prevent child abuse & neglect by focusing on the well-being of all families and by helping families identify and build on their own protective factors.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/>
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other --AL Network of Family Resource Centers----->

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> Days (3 for workers; 2 for supervisors)
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 8 Hours per day
	<input checked="" type="checkbox"/> Credit hours- workers (19); supervisors (12.7)

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input style="width: 100px;" type="text"/>
	<input type="checkbox"/> Other community staff (medical, legal, police) <input style="width: 100px;" type="text"/>

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		1347	Total Cost	\$536,750.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

HR10452

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

Quality Child Welfare Practice Specialists will conduct training on Meaningful Casework Visits (MCWVs) in nine districts across the state. The purpose of this training is to build casework skills to ensure that (SHEEPP) child safety, health, education, emotional well-being permanency, progress of the ISP, ILP, is effectively assessed/addressed during home visits with children and family members

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	Days
<input checked="" type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	6 Hours per day
		<input type="checkbox"/>	6 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
		<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee)	129	Unit cost	\$0.00	No. Trainees	375	Total Cost	\$48,222.52
<input type="checkbox"/>	Cost per class/training function	Apprx.6700	Estim. no. of trainees in class				Total Cost	
<input type="checkbox"/>	Other (specify) travel/	Apprx \$1000						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

It will be charged to caseworker visit funds as HR10270, and will be 75% Federal and 25% State.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Training for child welfare attorneys for DHR, conducted January 22-24, 2020. Approximately 110 attendees were present. Agenda items included: effective trial strategies for TPRs, court orders and IV-E language requirements, proper billing to DHR, dependency overview, permanency planning for children / impact of delays, and administrative hearing tips. The IA for the training was through Troy University.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination <input type="checkbox"/> Rate Setting <input checked="" type="checkbox"/> Hearings and Appeals <input type="checkbox"/> Referral to Services <input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Placement of Child <input checked="" type="checkbox"/> Development and Maintenance of Case Plan <input checked="" type="checkbox"/> Case Management <input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions <input type="checkbox"/> Data Collection and Reporting
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*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency) <input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees) <input type="checkbox"/> Continuing In-Service (On-going training for existing employees) <input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span> <input checked="" type="checkbox"/> Public university -----> Troy University <input type="checkbox"/> Private university -----> <input type="checkbox"/> Other ----->
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*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks) <input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input checked="" type="checkbox"/> 3 Days <input type="checkbox"/> Hours per day <input type="checkbox"/> Credit hours
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*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan <input type="checkbox"/> Volunteers of State/local agency administering State Plan <input type="checkbox"/> Persons preparing for employment with State/local agency <input type="checkbox"/> Foster parents	<input type="checkbox"/> Adoptive parents <input type="checkbox"/> Child caring agency staff <input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span> <input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input checked="" type="checkbox"/> Other community staff (medical, legal, police)
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*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		110	Total Cost	\$75,000.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

IA with Troy University, 50% federal and 50% state - HR10040

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS) <input type="checkbox"/> IV-B-2 (PSSF) <input type="checkbox"/> IV-E Foster Care <input type="checkbox"/> IV-E Adoption <input checked="" type="checkbox"/> TANF <input type="checkbox"/> SSBG	<input checked="" type="checkbox"/> CAPTA <input type="checkbox"/> IV-E Chafee ILP <input type="checkbox"/> State only (mark only if other than non-Fed match) <input checked="" type="checkbox"/> SNAP <input checked="" type="checkbox"/> Other, Specify CHILD SUPPORT <input checked="" type="checkbox"/> Other, Specify CHILD CARE
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## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

### Provide a one paragraph brief syllabus of the training activity

Leader certification UPDATE training in Trauma Informed Partnering for Safety (TIPS) for prospective foster/adoptive parents and county staff and foster parents and qualified staff of licensed child placing agencies who are GPS leaders who lead groups of foster/adoptive applicants thru the process of licensure or approval. Leader certification update sequences consist of 3 days of classroom training focusing on TIPS curriculum and leader facilitation skills. For FYs 2020-2024.

### Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

### Indicate setting/venue for the training activity

### Indicate proposed provider of training activity

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	<input style="width: 100px;" type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	<input style="width: 100px;" type="text"/>

### Indicate duration category of the training activity

### Specify approximate number of days or hours of training activity

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	3	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	18	Hours per day
		18	Credit hours

### Indicate the audience to receive training

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<input style="width: 100px;" type="text"/>
		Other community staff (medical, legal, police)	

### Costing method

### Estimated total cost

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainee	0	Total Cos	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class	10	Total Cos	\$4,500.00		
<input checked="" type="checkbox"/> Other (specify) SEE BELOW						

### Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. HR10427

### Indicate all applicable funding sources

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA	
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP	
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)	
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify	

**Brief Syllabus of Training Activity:** Partnership with the University of Alabama – Contingent on funding, the Department will partner with the University of Alabama to provide the following training opportunities for child welfare staff: 1) Continuation of Leadership, Management, and Supervision (LAMAS) training curriculum for DHR child welfare staff through workshops and distance learning; 2) Provision of social work license preparation material to new child welfare social work staff; 3) Leadership development and workforce development training for DHR County Directors and Child Welfare Administrators in DHR County Offices; 4) 18<sup>th</sup> Annual Fall Social Work Conference was held on October 17-18, 2019. Topics included: resilience from the perspective of adult survivors of abuse and neglect, understanding bereavement, loss and grief in the foster care system, family engagement, differentiating between ADHD and typical childhood behaviors, use of professional coaching in child welfare social work, self-care for child welfare workers, and the prevalence and impact of domestic minor sex trafficking. The 19<sup>th</sup> Annual Fall Social Work Conference is planned for October 22-23, 2020. 5) BSW/MSW Student Stipends; MSW Stipends are available through the University of Alabama School of Social Work, Alabama A&M University, and Troy University. BSW Stipends are available through Alabama A&M University, Alabama State University, Auburn University, Jacksonville State University, Miles College, Judson College, Oakwood University, Talladega College, Troy University, Tuskegee University, University of Alabama, University of Alabama at Birmingham, University of Montevallo, University of North Alabama and University of South Alabama. BSW/MSW Stipends are available to social work students in all CSWE accredited social work education programs in Alabama. MSW and BSW students receive a monetary stipend and professional development coaching provided by an experienced MSW. Stipend recipients must meet all eligibility requirements, complete a field placement with ALDHR prior to graduation, and complete a work obligation with ALDHR upon graduation. Stipends are paid in the amount of \$5000 (depending on funds available). For FYs 2020-2024.

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Partnership with the University of Alabama - see full description above.

Alabama

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input checked="" type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	Specify
<input checked="" type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input checked="" type="checkbox"/> Public university ----->	Univ. of Alabama
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 2 Days (Fall SW Conference)
<input checked="" type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 5 Hours per day (Fall SW Conference)
Some parts of contract are long-term, others are short.	<input checked="" type="checkbox"/> Credit hours Varies

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input checked="" type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	Specify
	<input checked="" type="checkbox"/> Other community staff (university staff involved in the partnership)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	600	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class				Total Cost	\$250,000.00
<input checked="" type="checkbox"/> Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. **University code per billing, hr10424, 10425, 10426, 10428, 10429, 10430**

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input checked="" type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify

**LAMAS Leadership Academy NOTE: The child welfare leadership training topics under the purpose and goals of the LAMAS Leadership Academy will continue to be offered; however, the portion that includes the training outline has been finished.**

### **Training Overview**

#### **Purpose**

To provide leadership training for social workers and other professionals practicing in the Child Welfare field in every county throughout the State of Alabama.

#### **Goals**

- Provide leadership, implement best practices, and utilize data to manage outcomes.
- Lead our staff, providers, and communities for positive and successful family case outcomes.
- Manage for healthier families and to achieve and maintain permanency.
- Supervise our workers through data collection to reflect children's safety, families are reunited, and adoptions are completed.

#### **Length**

9am-430pm, with two 15-minute breaks and one-hour for lunch

### **Training Overview**

#### **Part I: What is LAMAS and Why am I Playing with Legos?**

Define leadership, management, and supervision

Have fun with Legos

Understand vision, results, and brand

Learn *How to be a R.E.A.L. Success*

#### **Part II: Leadership Starts with ME**

Express my leadership passion

Complete my leadership self-assessment

Be intentional about my personal growth—*The 15 Invaluable Laws of Growth*

#### **Part III: Leadership Skills and Techniques**

Learn *The 21 Irrefutable Laws of Leadership*

Have a positive attitude

Build confidence in the mirror

Deliver *Coachable Moments*

Delegate effectively

Know our social work ethics

Communicate and connect—*Everyone Communicates, Few Connect*

Run a smooth and efficient meeting

Establish a self-care plan

Work effectively in a multi-generational workforce

Get a mentor—Be a mentor

#### **Part IV: Leadership Meets Productivity®**

Define time management and prioritization

Discuss the value of time and attitude

Create *My Leadership Action Plan*

### **Leadership Training Academy**

#### **Leadership and Management and Supervision (LAMAS) 2016**

#### **Objectives and Outline**

#### **Training Schedule**

LAMAS Leadership Academy Part 1 of 3 (90 min)

LAMAS Leadership Academy Part 2 of 3 (105 min)

LAMAS Leadership Academy Part 3 of 3 (120 min)

### **Purpose of LAMAS Academy**

To provide leadership training for social workers and other professionals practicing in the Child Welfare field in every county in the State of Alabama.

### **Goals of LAMAS Academy**

- Provide leadership, implement best practices, and utilize data to manage outcomes.
- Lead our staff, providers, and communities for positive and successful family case outcomes.
- Manage for healthier families and to achieve and maintain permanency.
- Supervise our workers through data collection to reflect children's safety, families are reunited, and adoptions are completed.

### **Training Objective**

Participants will continue to increase their knowledge of leadership knowledge, skills, and techniques and create an action plan to support their county supervisors and front line staff.

### **Training Outline**

I. Lessons Learned from the 2015-2016 LAMAS Training for Supervisors and Front Line Workers

- a. Legos Briefing... Building the perfect leader
- b. Trainers' observations... Leadership is a verb not a noun.
- c. Directors' observations... Changes in behaviors and the environment

II. Leadership Starts with *Me*

- a. Review *15 Invaluable Laws of Growth*: Am I aware of my areas of strength and intentional personal growth areas?
- b. Study *Put Your Dream to the Test*: Can I pass the Dream Test?

III. Leadership Meets Productivity®

- a. Receive time management, prioritization, decision making and discipline tips and techniques
- b. Create *My 2016-2017 Leadership Action Plan*, addressing individual and organization goals

IV. Next Steps for Continuing to Grow Leaders in My County

Curriculum/Course of Studies for Requested Alabama BSW and MSW Programs

### **MSW Programs**

- Alabama A&M University

Family/Child Welfare - <http://www.aamu.edu/administrativeoffices/academicaffairs/Pages/Graduate-Catalogs.aspx>

(2015-2016 Graduate Catalog, pgs. 84-89)

- University of Alabama School of Social Work

Advanced Standing – Social Work with Children, Adolescents, and their Families

<http://socialwork.ua.edu/academics/msw-program/msw-advanced-standing-program/>

60-Credit-Hour Program – Social Work with Children, Adolescents, and their Families

<http://socialwork.ua.edu/academics/msw-program/msw-60-credit-hour-program/>

- Troy University

<https://www.troy.edu/academics/catalogs/2019-20/graduate-catalog/college-health-human-services.html#Direct-Practice>

### **BSW Programs**

- Alabama A&M University  
<http://www.aamu.edu/academics/ehbs/swpc/socialwork/pages/undergraduate-program.aspx> (click on “Undergraduate Curriculum” link on right side of page)
- Alabama State University  
<http://www.alasu.edu/current-students/records--registration/general-catalog/index.aspx> (Undergraduate Catalog 2015-2017, pgs. 126-129)
- Auburn University  
<http://www.cla.auburn.edu/sociology/social-work/undergraduates/social-work-major/>
- Jacksonville State University  
[http://www.jsu.edu/socialwork/bsw/BSW\\_Program\\_Requirements.html](http://www.jsu.edu/socialwork/bsw/BSW_Program_Requirements.html)
- Judson College  
<https://www.judson.edu/academics/academic-catalog/> (scroll down to click on Social Work)
- Miles College  
<https://www.miles.edu/admissions/4/Miles-College-Catalog->  
(Miles College Catalog 2013-2017, pgs. 101-104)
- Oakwood University  
<http://www.oakwood.edu/academics/academic-departments/social-work>  
(click “Course Descriptions”, Oakwood University Bulletin 2015-2017, pgs. 160-164)
- Talladega College  
<http://www.talladega.edu/academics/catalog.asp>  
Click link for course catalog, pgs. 85-87
- Troy University  
<https://www.troy.edu/academics/catalogs/2019-20/undergraduate-catalog/health-human-services.html#Social-Work-Program>
- Tuskegee University  
[http://www.tuskegee.edu/academics/colleges/clae/social\\_work/social\\_work\\_curriculum.aspx](http://www.tuskegee.edu/academics/colleges/clae/social_work/social_work_curriculum.aspx)
- University of Alabama School of Social Work  
<http://courseleaf.ua.edu/socialwork/>
- University of Alabama Birmingham  
<http://www.uab.edu/cas/socialwork/academics/the-major>
- University of Montevallo  
<http://www.montevallo.edu/academics/course-catalog/>  
Click on “Current Bulletin”, 2015-2016 Undergraduate & Graduate Bulletin; pgs. 50-51
- University of North Alabama  
<https://www.una.edu/socialwork/social-work-courses.html>
- University of South Alabama  
[http://southalabama.edu/colleges/artsandsci/syansw/socialwork/Admission\\_Curriculum.html](http://southalabama.edu/colleges/artsandsci/syansw/socialwork/Admission_Curriculum.html)

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

DHR has a contract with Children's Aid Society, Alabama Post Adoption Connections (APAC) and as a part of that contract, APAC sponsors specialized training events, that includes the **the Trained Therapist Network**. Also included are trauma-informed services and strategies for community stakeholders, foster parents, and social workers - these are provided on demand, really a component of the outreach and information & Referral services spelled out in the contract. A number of these training sessions are provided in a webinar format. No funds are used for mileage or per diem; however, the APAC contract that funds the salary, rent, office supplies is funded with Federal dollars, so we included a checklist on it. In addition to DHR providing TIPS training, through contract APAC does some as well. Due to COVID-19, it is possible some TIPS training conducted by APAC may occur virtually, without changing contract costs.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other APAC staff and others as arranged by APAC

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> Days - the number of days and/or hours varies per event
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span>
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input style="width: 100px;" type="text"/>
	<input type="checkbox"/> Other community staff (medical, legal, police) <input style="width: 100px;" type="text"/>

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		1866	Total Cost	\$70,730.00	
<input checked="" type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are taken from the contract with Children's Aid Society/APAC. **HR10434 or HR10940**

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input checked="" type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input checked="" type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify Adoption Incentive Funds
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Judicial child welfare summit held across FYs 2020-2024. These are collaborative meetings between AOC and DHR, with possibly Casey Family Programs also being involved.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other -Casey and AOC also involved.----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day - 6 first day; 4 second day.
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input checked="" type="checkbox"/> Other community staff (medical, legal, police)

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		150	Total Cost	\$141,000.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

This training is directly charged to grant indicated below.

**HR10270 or HR10419 - Juvenile Code Training if funds are not available.**

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify - Caseworker visit funds
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

FACTS Basic User Training for users to learn the application and functions of the system. This training is for caseworkers, supervisors, but may also be attended by administrators and managers as needed. This information has been included in the STEP training for new workers so the need for this training has been drastically reduced. For FYs 2020-2024.

FACTS Basic User Training

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	5	Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)		Hours per day
			Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
		<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		30	Total Cost	\$25,000.00	
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (supplies, printing, notebooks, etc.).
2. Direct costs for travel & trainers' salaries/benefits are distributed based on approved PACAP. All child related activities are charged to IV-

*Indicate all applicable funding sources*

<input type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input checked="" type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

**ILP Networking Conference: Virtual Component**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

The annual ILP Networking Conference convenes 100 county ILP coordinators and staff working with ILP Youth and up to 50 providers across the state. Attendees are provided training regarding NYTD, Sex Trafficking, Permanent Connections, Transition Planning, Permanency Roundtables, Psychotropic Medication, Medicaid to 26., Team Building with surrounding counties and providers. For FYs 2020-2024.

**This conference was conducted VIRTUALLY in FY20.**

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other: Children's Aid Society	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 6 Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/> Child placement agency staff	<small>Specify</small>
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/> Other community staff (medical, legal, police)	Foster Youth

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee ( Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	Total Cost
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		200	Total Cost \$4,393.00
<input checked="" type="checkbox"/> Other (specify) - Community providers attend the training for a nominal fee.				

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged to grant through our contract with Children's Aid Society. **HR10163**

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

i-CAN County Teams are now meeting in 22 counties involving DHR/Court staff. The iCAN meeting is a collaboration between Juvenile Judges and child welfare staff that is designed to identify and address barriers to safety and permanency. Caseworkers have expressed that they feel that their voice is heard and that the court system is now their partner. With less stress in the court system, caseworkers are more likely to stay with DHR. Plans and estimates per each year for the collective group of counties involved for the 2020-2024 time frame are provided below.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/>
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other - local court & DHR teams, could also involve AOC / State DHR

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	3 Hours per day
	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Other State agency staff (AOC.) <input style="width: 100px;" type="text"/>
	<input checked="" type="checkbox"/> Other community staff (court) <input style="width: 100px;" type="text"/>

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		130	Total Cost	\$12,000.00	
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

This training is directly charged to grant indicated below.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify Caseworker visit funds.
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**STEP Training: Virtual Component**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

**VIRTUAL EDITION OF STEP**

A virtual edition of Striving Toward Excellent Practice (STEP), may be put in place during the pandemic and will have a focus on the areas of Trauma, Meaningful Casework Visits, Sexual Trafficking, Use of Psychotropic Medications, and the Involvement of Fathers, among other things. The first "Step" will be the foundational tools all workers need. "Steps" 2 and 3 will include specific modules for staff based upon their particular duties at DHR. (Striving Toward Excellent Practice in Intake, Striving Toward Excellent Practice in Investigation, etc.). For FYs 2020-2024.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input checked="" type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	11 Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
		<input type="checkbox"/>	81 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	<small>Specify</small>
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
		<input checked="" type="checkbox"/>	Other community staff (medical, legal, police)	Indian Tribe

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		2000	Total Cost	\$125,000.00	
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing notebooks, etc.).
2. Direct training costs (such as trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate HR10427

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Title IV-E GA
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

**Leader Certification in TIPS: Virtual Component**

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

### Provide a one paragraph brief syllabus of the training activity

Virtual Edition of leader certification training in Trauma Informed Partnering for Safety (TIPS) for prospective foster/adoptive parents and county staff and foster parents and qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants thru the process of licensure or approval. Leader certification sequences consist of 2 weeks (8 days) of training focusing on TIPS curriculum and leader facilitation skills. For FYs 2020-2024.

OCWT-2

### Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

### Indicate setting/venue for the training activity

### Indicate proposed provider of training activity

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

### Indicate duration category of the training activity

### Specify approximate number of days or hours of training activity

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	8 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	48 Credit hours

### Indicate the audience to receive training

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

### Costing method

### Estimated total cost

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or		Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function		Estim. no. of trainees in class			300	Total Cost	\$60,000.00
<input checked="" type="checkbox"/> Other (specify) SEE BELOW							

### Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. **HR10427**

### Indicate all applicable funding sources

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify

**TIPS/Deciding Together: Virtual Component**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Virtual edition of TIPS/Deciding Together Training is a foster/adoptive preparation and selection process for county staff and qualified staff of licensed child placing agencies that is intended for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in TIPS. For FYs 2020-2024.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	<input type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	<input type="text"/>

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	15 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/>	Other community staff (medical, legal, police)	<input type="text"/>

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		375	Total Cost	\$17,188.00	
<input checked="" type="checkbox"/> Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. **HR10427**

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**ILP Conference Camps: Virtual Component**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

There are two ILP Conference-Style camps held each summer to provide training and education to ILP foster youth. The first camp for 14-16 year old foster youth and a second for 17-20 year old foster youth. The camps are held at various locations across the state, utilizing college campuses when possible. Young people receive training and education regarding health, Medicaid, educational goal setting, NYTD, team building, working with adults, permanent connections, etc. in a camp setting. For FYs 2020-2024.

**VIRTUAL VERSION**

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other: Children's Aid Society	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 8 Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	<small>Specify</small>
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	
<input checked="" type="checkbox"/> Foster Youth	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee ( Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	Total Cost
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		100	Total Cost \$10,000.00
<input checked="" type="checkbox"/> Other (specify)				

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)  
 Costs are directly charged to grant through our contract with Children's Aid Society. **HR10163**

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Meetings, training sessions, and consultative visits by Family Services and Quality Assurance staff. Topic addressed/discussed could range from specific consultation regarding a particular child and/or family, to a training for child welfare staff. For FYs 2020-2024.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/> Placement of Child
<input checked="" type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input checked="" type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input checked="" type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)
<input checked="" type="checkbox"/> Conference/workshop

*Indicate proposed provider of training activity*

<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)

*Specify approximate number of days or hours of training activity*

2	Days
6	Hours per day
	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/> Child placement agency staff
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input checked="" type="checkbox"/> Other community staff (legal, police)

*Costing method*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or					
<input type="checkbox"/> Cost per class/training function	Unit cost	\$0.00	No. Trainees	0	Total Cost
<input checked="" type="checkbox"/> Other (specify) travel/per diem	Estim. no. of trainees in class		1559	Total Cost	\$180,000.00

*Estimated total cost*

*Cost allocation methodology*

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).  
 2. Employees use their own Program Effort Codes to cost out their training. Most will be service workers whose cost is distributed/based on Random Moment Sampling. Most will be service workers whose cost is distributed based on services work sampling. **Usually, HR10053, Directors use HR 10050.**

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input checked="" type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input checked="" type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

### **Supervisor Management Training: Virtual Component**

This training, conducted by the Office of Child Welfare Training, will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance. The Office Of Quality Child Welfare Practice will also provide hands on follow through derived from the classroom supervisor management training. This follow through is delivered in person as monthly support to County Supervisors in all 67 counties. This support will assist supervisors in providing structure to case workers, clear expectations, working agreements, holding case worker conferences, holding unit meetings, how to improve case practice, how to review case work on a consistent basis, in house training for areas identified as needing improvement, adherence to policy and continuous quality improvement. This in turn will ensure an informed worker in all areas of practice, a worker that is equipped with knowledge required to do their job, and a worker that feels supported by their supervisor and management. The goal is staff retention and development of case workers.

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Virtual Edition of DHR Supervisory Management Training: This training will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance. For FYs 2020-2024.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> 4 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input type="checkbox"/> Other community staff (medical, legal, police)

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		100	Total Cost	18,750
<input type="checkbox"/> Other (specify) travel/per diem					

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Training costs are part of overhead (such as supplies, printing, notebooks, etc.).  
 2. Direct training costs (such as trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate, at 50% admin rate. **HR10407**

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption rptg code HR 10407	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**Other Program Training (events that may take place/be repeated during the time frame of the current CFSP):**

- Ongoing training throughout the state for staff on Permanency Connections for Older Youth
- Ongoing Heart Gallery Exhibits throughout the state.
- Training for Hospital groups
- Conferences/meetings on ICPC Border Agreements

**DHR Learning Education and Training System (LETS)**

- Required modules are to be viewed by staff at the directive of one's supervisor. Some of these include: Active Shooter Preparedness Training; Confidentiality in the Workplace; Language Assistance; Service & Safety from Threatening Behavior; Safety in DHR Facilities.

**Other:**

- The Poarch Band of Creek Indians sponsored conferences
- Casey Quarterly meetings
- See also training events identified on the **2020-2024 Disaster Plan**

# Alabama Health Care Services Plan

## 2021 - APSR

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## HEALTH CARE SERVICES PLAN

### I. Introduction

The Department of Human Resources has required for many years that children coming into care receive health care services when they enter care and during their stay in care. To achieve this, the Individualized Service Plan process was developed to assure that health care needs and/or strengths are addressed for each child in care. Through this process, county departments ensure health care needs are assessed and identified and that health services are received when needed. Quality Assurance efforts in each county may bring health care professionals together in order to enhance the health care services for children in care.

### II. Importance of a Medical Home

Alabama's health care community recognizes the great importance and benefit to children of a having "medical home" in providing optimal health care for children and recommend that whenever possible a foster care child continue to be cared for by his/her established physician. The physician who has been caring for the child previously is in the best position to assess the child's overall health and any changes from baseline, and will be best able to recommend any needed follow-up care or treatment. Children who have had their lives disrupted by being removed from their familiar environments should be able to continue their relationship with the physicians they already know and trust.

If for some reason the established medical provider cannot be maintained, the child's established physician should be notified immediately so that appropriate transfer of care (including possible telephone communication) can be made with the child's new physician. At the very least, the name of the child's previous physician or clinic should be obtained and provided to the new physician. Every effort should be made to obtain prior medical records and especially immunization records, as soon as possible.

The plan for assuring oversight, coordination and a coordinated strategy to identify and respond to health care needs of children begins with a review of requirements that each child's health care needs are addressed upon entry into care and during the child's stay in care.

### III. Initial Medical Examination

When a decision is reached that out-of-home care is necessary, arrangements are to be made for completion a medical examination (see timeframes below). When a child is placed in care as a result of an abuse/neglect investigation, a medical assessment may be necessary to assess the child's medical needs related to any abuse suffered by the child. DHR provides for medical examinations to occur during child abuse/neglect investigations when needed. It is recommended that at entry into foster care, the use of standardized developmental screening instruments that include social-emotional assessment should be administered.

The purpose of the initial medical examination is:

- Record a brief medical history;
- Document the child's medical condition upon entry into care, including visible injuries;
- Determine whether the child is free from contagious disease; and
- Identify needed medical concerns and care needed.
- Screen for social-emotional or mental health concerns.

### IV. Timeframe for Initial/Periodic Medical Exam

It is preferable that a medical examination be made just prior to the child's entry into care to assess the physical, emotional, and behavioral issues facing the child.

If this is not possible, the examination must be made within 10 days after placement. The initial examination may be obtained through EPSDT (Early and Periodic Screening, Diagnosis, and Treatment Services) for Medicaid eligible children. A child must have an annual medical exam for the duration of the stay in foster care. The yearly EPSDT may be used for the annual medical exam requirement. It is preferable that standardized developmental screening instruments be administered to children at age intervals recommended by the American Academy of Pediatrics.

## **V. EPSDT**

Children in care under 21 years of age and eligible for Medicaid should have an EPSDT screening each year. Following EPSDT screenings, medical services are covered by Medicaid when identified through EPSDT periodic screening or inter-periodic screening and treatment is determined to be medically necessary. These medical services include medical, dental and vision examinations, physical and occupational therapy, speech therapy, rehabilitation services and psychological services.

Outreach activities are critical to successful health screening services that are available to children. The outreach process assures that eligible families are contacted, informed, and assisted in securing health-screening services. The Alabama Medicaid Agency, in conjunction with the Department of Human Resources, informs foster families of EPSDT services.

Alabama's Medicaid program utilizes a managed care system of assigned primary providers. Children in foster care may be exempted from this program if it is in the best interest of the child's health care needs. The exemption allows a child to remain with his/her usual "medical provider" particularly if the child has chronic medical conditions. It may also allow the ISP team the ability to choose the more appropriate primary care physician. Additionally, and when appropriate, foster parents may use one primary care physician for all the children in their home.

When a child is placed in foster care and is already eligible for Medicaid, EPSDT screening should be requested unless the child has had an EPSDT screening within the last three months; has had a thorough medical examination other than EPSDT screening within 3 months prior to placement in foster care; or another medical examination, other than Medicaid Screening, is indicated.

EPSDT screenings encompass six broad categories and are available for children in foster care as well as children in their own home.

1. Initial screenings indicate the first time an EPSDT screening is performed on a recipient by an EPSDT screening provider.
2. Periodic screenings that are well-child checkups performed based on a periodicity schedule. The ages to be screened are 1 month, 2 months, 4 months, 6 months, 9 months, 12 months, 15 months, 18 months, 24 months, and annually beginning on or after the child's third birthday.
3. Inter-periodic screenings are considered problem-focused and abnormal. These are performed when medically necessary for undiagnosed conditions outside the established periodicity schedule and can occur at any age. Inter-periodic screenings must be provided when a medical condition is suspected or a condition has worsened or changed sufficiently enough that further examination is medically necessary.
4. Vision screenings must be performed on children from birth through age two by observation (subjective) and history. Objective vision testing should begin at age three, and should be documented in objective measurements.
5. Hearing screenings must be performed on children from birth through age four by observation (subjective) and history. Objective hearing testing begins at age five, and should be recorded in decibels.
6. Dental screenings must be performed on children from birth through age two by observation (subjective) and history. Beginning with age three, recipients must be either under the care of a dentist or referred to a dentist for dental care. Additional Medicaid screening protocols for infants, children and adolescents are addressed in the Medicaid Provider Manual, EPSDT Chapter, Appendix A, <http://www.medicaid.alabama.gov>.

## **VI. Health Care for Children Not Eligible for Foster Care Medicaid**

Some children in out-of-home care will be ineligible for foster care Medicaid. In these cases, application is made for other medical insurance coverage including SOBRA Medicaid, ALL Kids and Child Caring Foundation. The Department of Public Health coordinates the application process for each of these medical insurance coverage types. Completed applications are routed to the ALL Kids program for screening and if the child appears to be SOBRA Medicaid eligible, the application is routed to Alabama Medicaid. If the child is not Medicaid eligible, the application will be sent first to the ALL Kids program (ADPH) and then the Child Caring Foundation (Blue Cross Blue Shield) in that order. Some children may have private insurance known as third party insurance which will need to be accessed before any of the needs based medical insurances will pay. Medical insurance may be purchased from local funds or a child's private funds if the child is not eligible for any of the above addressed programs.

## **VII. Monitoring and Treatment of Ongoing Health Care Needs**

When the ISP team determines that foster care is an appropriate and necessary service or that the foster care provider needs to change, the ISP team assesses the health care needs (physical, mental and emotional) of a child through contacts with and reports from the child's health care providers. The Comprehensive Family Assessment shall include developmental information related to emotional and medical/physical functioning.

Unless otherwise recommended by the pediatrician, the following guidelines are recommended in determining the frequency of medical examinations for foster children:

<u>To 1 year</u>	<u>Age 1 year to 2 years</u>	<u>Age 2 years through 18 years</u>
at 1 mo.	At 15 mos.	At age 2 years
at 2 mos.	At 18 mos.	Annually through age 18
at 4 mos.		
at 6 mos.		
at 9 mos.		
at 12 mos.		

It is through the ISP team process that a child's health needs, once identified through EPSDT or other medical screenings or procedures, are monitored and services/treatment avenues are established. Medical professionals may be ISP team members working with the child and family. Providers of health care services are identified by team members and a specific plan made to access the health care provider.

In collaboration with the Alabama Medicaid Agency, Medicaid's Alabama Coordinated Health Network (ACHN) has been approved by the Center of Medicare and Medicaid Services (CMS) and will be effective October 1, 2019. The ACHN is a single care coordination delivery system combining Health Homes Program, Maternity Program and Plan First Program. Current and former foster children are included in the general population as recipients being served. The ACHN Participants includes:

- General Population – Current Patient 1st recipients and current/former foster children
- Medicaid-eligible maternity care recipients
- Plan First (Family Planning) – Women ages 19-55 and men age 21 and over

The statewide system will manage care coordination services now provided by 12 maternity program, six health home programs and ADPH staff in 67 counties. Care coordination referrals may be requested by providers, recipients or community sources. Care coordination services may be provided in settings of recipient's choice to include providers offices, hospital, ACHN entity office, public location or in the recipient's home. Care Coordination Services include:

- Screening and assessment of recipient needs.
- Assist recipients in obtaining transportation or applying for Medicaid.
- Help recipient with appointments or appointment reminders.
- Coordinate and facilitate referrals.
- Educate or assist recipients with medication or treatment plans.
- Help recipients seek care in the appropriate setting (e.g. office vs ER).
- Facilitate communication between patient and care providers.
- Help recipients locate needed community services.

All medications shall be secured in a locked storage area. During site visits, staff is required to monitor and ensure medications are stored in a locked storage area as per policy.

Monitoring (dispensing) of medication in facilities will be done by staff and documented in each record. DHR staff is expected to review this documentation during monthly visits. In foster homes, the use of the medication log should be utilized and a copy given to the worker during their monthly visit. An ongoing need for staff to be knowledgeable of medications by closely monitoring to prevent and reduce overmedication especially when treating problem behaviors. This will be done by working in partnership with the child's physician to routinely review medications for recommendations.

The monitoring of medication will also be discussed with the therapist and child during monthly visitation at the facility and documented and well as in the foster home. Any and all side effects will be discussed when medications are prescribed with the client and assigned staff. The ISP should also include a section of medication monitoring and ISP team discuss the monitoring of medication. Any concerns regarding medication side effects, excessive dosage or decreased child functioning will be referred to the ARMPT team for immediate referral and in-person observation.

The ACHN will operate in 7 Regions.



### VIII. Importance of Immunizations

In addition to the above examinations, all foster care children are required to have all immunizations currently recommended by the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics, including influenza vaccinations. Immunizations are routine care and should not involve residual rights of parents to consent. The immunization record must be obtained and presented to the primary care provider if the provider is not the

child's physician prior to entry into care. Immunizations may be paid for by Medicaid, the Vaccines for Children program or may be obtained at county health departments.

**IX. Coordination Between DHR and County Health Departments**

Approved foster parents and related caregivers of children in the temporary or permanent custody of DHR are authorized to complete and sign certification forms for the Women and Infant Care Program through the county health departments. Approved foster parents and related caregivers are provided with a letter from the County DHR Department verifying that the foster parent or relative has physical custody of the child and DHR has legal custody. Other health care needs of children in care, e.g. immunizations, are coordinated with county health departments by child welfare workers after the ISP determines a health care need.

**X. Coordination of Health Services Between DHR and Alabama Early Intervention Service (AEIS)**

Infants and children under 3 years of age who are the subject of an indicated child abuse/neglect investigation must be referred to the AEIS for evaluation. There is a formalized DHR referral process in place for this to occur. As part of the initial EPSDT or the initial medical when a child enters care, infants and children under 3 years of age should be screened for developmental delays and referred to AEIS.

**XI. Coordination of Health Information Between DHR and Foster Parents**

In Alabama the Foster Parent Bill of Rights, Code of Alabama, 1975 § 38-12A-2(7) provides that foster parents must be provided with health history information that is known by the Department at the time of placement. "When the Department knows of such information after placement, the Department shall make that information available to the foster parent as soon as practicable." Foster parents will need to be made aware of the following:

- All health problems including allergies, bedwetting, emotional problems;
- Both prescribed medications and regularly administered over the counter medications and the purpose of the medicine;
- Special diets or food allergies;
- Pediatrician's name and/or primary health care provider along with the telephone number; and
- Verification of health insurance--private insurance, Medicaid card or Medicaid number.

Foster parents are members of a child's ISP team, in accordance with Department policy. They are to be informed of follow-up medical appointments and referrals.

**XII. Dental Care**

Children should have care established in a dental home no later than three years of age. Many primary care providers will be able to make an initial assessment through Medicaid's First Look program and this is encouraged. Bi -Annual dental examinations are recommended.

All Medicaid eligible children in foster care are to have a dental examination under Medicaid Screening (EPSDT). Children who do not qualify for Medicaid will have a dental examination authorized through the ISP with payment through local flex funds after other resources have been explored and exhausted.

If the dental examination indicates a medical necessity for braces and or other orthodontic care, local DHR funds may be used for this. Medicaid does not pay for braces except in rare and unusual circumstances. Medicaid requirements state that braces must be a medical necessity and documentation from a health care provider must show evidence of the medical necessity. The caseworker must obtain approval from Medicaid. Any third party insurance should be explored to determine whether this insurance covers braces. The ISP team must determine this is a needed service before payment can be pursued. If a child age 14 or older is in need of braces and the need can relate to one or more of the Chaffee outcomes and the ISP states a need for braces, ILP funds are explored.

### **XIII. Mental Health Needs of Children In Foster Care**

The ISP and Comprehensive Family Assessment process is utilized to identify strengths and needs of children and their families, identify steps and services to address needs, and determine the least restrictive environment in which a child's needs may best be met. The ISP team shall be fully involved when assessing the need for, and appropriateness of, inpatient services. Before a child enters inpatient placement, concurrence must be received from State DHR. Placements that are more restrictive than foster family homes include therapeutic foster homes, moderate residential treatment facilities, acute psychiatric hospitals and intensive residential treatment facilities.

Best child welfare practice requires that any behavior modification program employed in the treatment or management of a child's behavior be individualized and meet certain standards, including, but not limited to, the following:

- the program relies primarily on rewards instead of punishment;
- the program be based on a careful assessment of the antecedents of the behavior that the program is designed to change; and
- the program is consistently implemented throughout the day, including in school, residential and leisure activity settings.

The Department utilizes a Residential Placement Intake Protocol to provide guidance on and concurrence with the placement of children into certain programs. The Protocol addresses emergency residential placements and the completion of a Multi-dimensional Assessment Tool (MAT) when a child needs either a Therapeutic Foster Care (TFC) placement or placement in a moderate residential facility. Continuous oversight and monitoring of children receiving treatment in more restrictive settings is performed through the use of the MAT to determine the continued need for the placement. Intensive residential treatment requires completion of a "Certification of Need for Services" by a qualified professional in addition to completion of a MAT to determine the continued need for this level of treatment.

#### **Use of Prescription Medication for Children in Psychiatric Residential Treatment Placements**

Medication prescribed for mental health reasons may only be administered to children when (a) the informed consent of the parent, legal custodian/guardian, or the foster parent who is legally authorized to provide consent and (b) the informed consent of the child (age 14 or older) has been obtained. The child and adult(s) whose consent is sought will be provided sufficient information to permit them to make an informed decision. Consent may be withdrawn at any time; however, a child's refusal to consent may be overridden by a court of appropriate jurisdiction. If it appears that psychotropic medication will be used to address crises in a periodic, on-going pattern with the child, informed consent must be obtained from the child (age 14 or older) and the parent(s), legal custodian, guardian or foster parent who is legally authorized to provide consent.

The reasons for using psychotropic medication, its expected benefits, and the potential side effects should be explained in terms understandable to the child and parents along with any significant alterations in dosage. The children's and parents' preferences and requests for alternative interventions should be considered and documented in the children's

DHR records and their medical records. [NOTE: The term "parent" as used here means the child's biological, or adoptive parent, or the primary caregiver from whom the child in care was removed.]

Prescriptions for psychotropic medication must be written by a licensed physician who is trained in the use of such medication with children and adolescents. If the physician prescribing the psychotropic medications for the child is other than the child's primary physician, there should be consultation with the child's primary physician. When psychotropic medication is used as a treatment intervention, it must be administered only as prescribed by the physician writing the prescription. Psychotropic medication is to be carefully and closely monitored by the child's physician and the ISP team for both desired effects and potential side effects.

Monitoring should include information received from the child, parent(s), and caregivers. The Alabama Psychotropic Medication Review Team began direct service work with Hilcrest Behavioral Health Services with a goal of reducing problem behavior in our young people, thereby reducing the reliance on psychotropic medication. This project is in its early stages, yielding mixed results. Additional information is provided below.

#### **XIV. Criteria For Prescription of Medication for Mental Health Reasons**

A qualified physician must complete a thorough assessment of the child before prescribing medication. This assessment (especially a psychiatric assessment) should be comprehensive and include history, direct observation of the child, and all pertinent information from the school, parents, foster parents, therapists and pediatrician. This will require effective communication from all the stakeholders in the child's life. The assessment is performed to determine the appropriateness of prescribing the medication and to establish baseline data for monitoring its effects. The physician shall conduct a physical examination of the child, review the child's medical history and other relevant evaluations (e.g., medical, psychiatric, psychological) and obtain input from the child's parent(s)/caregiver(s), the DHR worker, and other relevant service providers and school personnel. The children's and parents' preferences and requests for alternative interventions should be considered by the physician as informed consent is required prior to administering medication.

The physician should be a member of the ISP team with input at times being obtained through written report, telephone calls, etc. If the physician is a consultant to a service provider, the provider and the child's DHR worker shall ensure the physician is aware of the caregiver's capabilities, appropriate alternative treatment interventions, and the changing needs of the child and family.

In a crisis where the child will seriously harm self, harm others, or cause substantial property damage, medication may be administered without informed consent upon an order by the treating physician and in accordance with generally accepted medical standards. There must be documented evidence in the child's record that in the physician's professional judgment, the harm or substantial property damage will occur without the benefit of the medication and that less restrictive interventions are not therapeutically indicated. The child's physical and psychological condition must be frequently monitored by the physician or an appropriate staff member or other provider following administration of the medication.

The dispensing of Prescribed as Needed (PRN) psychotropic medication can only be allowed if in compliance with a physician's approved protocol and the order is documented in the child's medical file of the provider's record and the child's DHR case record. PRN medications administered to address a child's behavior two or more times a week for three consecutive weeks will result in a comprehensive review of the child's individualized service and behavior management plans and the incidents, factors, and rationales for such PRN medication use.

#### **XV. Oversight of Medications in Foster Family Homes**

Individuals providing daily care for children in care must take precautions in administering medications to children in their care. While every child has individual health needs, there are consistent measures that shall be taken in administering medication to children in the care of the Department. The following should be discussed with all out-of-home care providers.

##### **A. Over the Counter Medications**

Out-of-home providers shall follow the procedures listed below when administering over-the-counter medications.

- Carefully read the manufacturer's product information before administering any over the counter medication.
- Underscore the importance of paying close attention to product labels, particularly precautions and contraindications.

- Administer over-the-counter medication to a child only if the product information indicates the medication is safe for the age child to whom it is being administered.
- Administer medications according to the manufacturers' recommended dosage and in the manner prescribed by the manufacturer (e. g. by teaspoon, entire pill, and capsule) unless the child's doctor has given written instructions that vary from this.
- When preparing to administer over-the-counter medication, reread the labels to assure that the medication is safe for the age of the child.
- Check the expiration date on the medication container. Out-of-date medication shall not be administered.
- Certain medical conditions contraindicate the use of over-the-counter medications. In these situations, the foster parent and the child's worker shall consult with the child's doctor before administering any over the counter medications.

#### B. Prescription Medications

Out-of-home providers shall follow the procedures listed below when administering prescription medications:

- Because individuals react differently to medications, give prescription medication only to the child for whom it is prescribed.
- Some pharmacies will add a discard date to prescription labels, although this is not required. Any "left over" prescription medication should be discarded.
- Give the medication as directed by the child's doctor.
- If the child appears to have an adverse reaction to the medication, notify the doctor who prescribed the medication for the child. The adverse/allergic reaction to the medication should be documented in the child's/patients medical record. The foster parent also needs to notify the child's DHR social worker about the reaction, and especially if the child is allergic to the medication. Documentation of the adverse/allergic reaction should be made in the DHR case record.
- Maintain a log (DHR 2073) of all prescription medications administered to a child as required in the Minimum Standards For Foster Family Homes.

As stated in the Minimum Standards For Foster Family Homes, Revised 2019.

"All medications shall be secured in a locked storage area that is inaccessible to small children."

In the event of an accidental overdose or adverse reaction to either an over-the-counter medication or a prescribed medication, the Children's Poison Control Center toll free telephone number 1-800-292-6678 should be contacted. The regular Poison Control Center, toll free telephone number 1-800-222-1222, may also be contacted.

#### **XVI. Health Care Oversight for Older Youth Currently Served in Foster Care and Transitioning Out of Foster Care**

The Department of Human Resources recognizes the need to provide specific support for older youth currently in foster care and/or who will be exiting care due to their age. . Therefore, the Office of Foster Care Independent Living program, will provide increased focus and support to caseworkers in addressing health care planning for this population. The Office of Foster Care ILP has deployed Alabama's Transition Plan during the reporting period, which is mandatory for all youth 17 to 20; requiring completion, per policy, in tandem with the individualized service planning. Medical management is a part of the new tool, completed in partnership with the ISP team, but led by the young person. The plan includes information regarding their insurance, primary care provider, mental health

providers, medications and health resources.

Education through training and other forums will be provided to build capacity of staff and providers serving older youth in addressing and planning for the youth's oversight of health care needs.

The expectation is that prior to emancipation from foster care, youth are to have a personalized transition plan that would include addressing oversight of their health care needs. Through the Individualized Service Planning process staff will develop a specific plan with the youth which addresses the following:

- A transition plan developed no later than 90 days prior to the date on which the child is expected to age out of the system.
- Providing education and information regarding designating another individual, i.e. a health care proxy, to make health care treatment decisions on the youth's behalf should the youth be unable to participate in such decisions and does not have or want a relative otherwise authorized under State Law to make such decisions.
- Providing education and information as to the option to execute a health care power of attorney, health care proxy, or similar document recognized under State law.
- Providing medical information and documents to the youth which are available to the agency.

The Department has a responsibility to educate and prepare youth to have the capacity of overseeing their individual health care needs. This can only be accomplished through ongoing efforts to engage youth around a transition plan that is timely and specific.

## **XVII. Department's Evaluation of Health Services**

The Office of Quality Assurance (QA) is tasked with the responsibility to assess the Health/Physical Well-Being and Emotional Well-Being of children in the system. This is a two-fold approach comprised of periodic case reviews by state QA team members, as well as county-specific QA teams operating in each of the 67 counties, that conduct a continuous review of records in their own county. These county teams often include physical and mental health professionals serving as reviewers, or as part of the reviews.

When assessing Health/Physical Well Being, the review (process) team considers the following items: 1.) Is the child in good health? 2.) Are the child's basic physical needs being met? and 3.) Does the child receive health care services as needed? Children should achieve and maintain good health status, consistent with their general physical condition. Healthy development of children requires that basic physical needs for proper nutrition, clothing, shelter, hygiene, and medical/dental care are met on a daily basis. Preventive health care should include immunizations, dental hygiene, and screening for possible physical or developmental problems. The central concern here is that the child's physical needs are met and that special care requirements are provided as necessary to achieve optimal health status. This also includes follow up with appropriate sub-specialists, other health care providers and therapists. Adult caregivers and professional interveners in the child/youth's life bear responsibility for ensuring that basic physical needs are being met and that health risks, chronic health conditions, and acute illnesses are adequately addressed in a timely manner.

A child receives an optimal rating for Health/Physical Well-Being when: all of the child's physical needs for food, shelter, and clothing are reliably met on a daily basis; routine preventive medical (e.g., immunizations, check-ups, and developmental screening) and dental care are provided on a timely basis; any acute or chronic health care needs are met on a timely and an adequate basis, including follow-ups and required treatments; and, any prescribed medications are being provided and taken according to exact instructions and with excellent medication management.

When assessing Emotional Well-Being, the review process considers the following items: 1.) Is the child symptom free of anxiety, mood, thought, or behavioral disorders that interfere with his/her capacity to participate in daily living activities and benefit from his/her education? 2.) If such symptoms are present, is the child making substantial progress toward normal functioning in school and at home while making use of supports and therapeutic services, as necessary? Emotional well-being is essential for adequate functioning in a child's daily life settings, including school and home. To do well in school and in life, a child should: present a major emotional pattern appropriate to time, place, person, and situation; have a sense of belonging and affiliation with others rather than being isolated or alternated; socialize with others in various group situations as appropriate to age and ability; be capable of participating in major life activities and decisions that affect him/her, including educational activities; and, be free of or experiencing reduced major clinical symptoms of emotional/behavioral/thought disorders that interfere with daily activities.

For a child with mental health needs who requires special care, treatment, supervision, or support in order to make progress toward stable and adequate functioning at school and home, the child should be receiving necessary services and demonstrating progress toward adequate functioning in normal settings. Some children may require assistance or services to improve communication, social, and problem-solving skills to be successful. Other children may require special behavioral interventions, medications, and/or wraparound supports (such as behavior aides, access to a therapist when needs arise, etc.). Timely and adequate provisions of supports and services should enable the child to benefit from his/her education and enjoy the routine activities of childhood. The level, mix, and fit of services (referenced in the rating definitions) refer to the importance of children being provided with services in the right amount, with the needed frequency, by persons with the necessary skills, etc. A child receives an optimal rating for emotional well-being when: the child shows optimal well-being in daily settings and enjoys positive and effective enduring support and interventions from teachers, counselors, key adult supporters, and friends; OR, the child has become emotionally and behaviorally stable and functioning well and symptoms are largely relieved or seldom occur; OR, excellent progress is being made toward adequate functioning in normal daily settings and activities of childhood in the near term; OR, the presence of emotional and behavioral problems is being addressed with the optimal level, mix and fit of assistance, support, supervision and/or treatment leading to a level of stabilization appropriate for the child and his/her condition.

#### **XVIII. DHR Assessment, Treatment and Monitoring of Emotional Trauma / Training of Staff & Providers to Support the Treatment of Emotional Trauma**

The synopsis that follows identifies training content (and modules within which the content is located) that support the treatment of emotional trauma. **NOTE: See New Requirements Update Document for information on other aspects of addressing the needs of this population.**

- **STEP: Foundations**
- **Introduction to Trauma**  
Curriculum developed by the National Child Traumatic Stress Network (NCTSN) to help Child Welfare Workers understand the effects of child traumatic stress and how to help them recover.  
Introduction to Child Sex Trafficking.
- **Cycle of Need**  
A framework which helps promote an examination of underlying needs and how behaviors serve as the means of expressing those needs. This perspective is designed to help one consider interventions that are designed to control/manage behavior, versus those that are designed to respond to the needs of another in a more effective, respectful way to truly help the family member get their needs met.
- **Stages of Change**  
An approach that examines the impact on the assessment and planning process with families who experience maltreatment and have to make changes to assure their family is able to achieve the overall outcomes for their children's safety, well-being and permanence. The phases of change are presented with an emphasis on the family members' feelings and behaviors at each phase. Useful techniques are provided and demonstrated by

trainers to assist workers and the family's team in helping families deal with, and successfully handle the changes in their lives. In addition, participants examine expectations the family, the team members and the child welfare worker have of one another, as they empower the family to move through the phases of change.

**Trauma Informed Partnering for Permanence and Safety in the Model Approach to Partnerships in Parenting (TIP/MAPP)** –Trauma informed curriculum developed in partnership with the National Child Traumatic Stress Network (NCTSN).

- Stages of Grief  
A paradigm that is intended to describe the responses/reactions an individual has when going through grief or sadness, regardless of the scope and/or intensity being experienced by the person.
- Helping resource parents build positive relationships with birth parents.
- Supporting resource families' understanding of the commitment necessary to ensure the well-being of children placed in their care.
- Providing resource families with a network of essential services, support and nurturing for children placed in their care.
- Emphasizing the importance of maintaining close connections between children and their birth families.
- Underscoring the benefits of foster care from within the child's own community.
- Providing understanding of behavioral problems the child may experience.
- Helping resource families understand the dynamics of the foster care system.

In addition, both the Alabama Foster and Adoptive Parent Association (AFAPA) and Alabama Post Adoptive Connections (APAC) produce and distribute quarterly newsletters that publicize mini-conferences and the statewide conference. Information about training is also on the web sites for both groups. Also both AFAPA and APAC can provide training "upon request" to local associations and/or county offices.

### **Psychotropic Medication / Monitoring Protocol:**

The psychotropic medication and monitoring protocol was implemented in October 2016 in a continued effort to minimize placement moves and reliance on psychotropic medication as a behavioral control. The project began with an introductory training for seven pilot counties, as follows: Montgomery, Autauga, Elmore, Macon, Bullock, Russell, and Lee. Additional counties were added to include, Jefferson, Shelby and Chilton counties in FY2019. The Alabama Psychotropic Medication Review Team (APMRT) consists of a part-time Child Psychiatrist, a Nurse Practitioner, and four Board Certified Behavioral Analysts. The Team also expanded its services provision to include working with children and families on our protective service caseload. The APMRT Team will review monthly medication data provided through a partnership with the Alabama Medicaid Agency; identify young people who are too young to be prescribed psychotropic medications, prescribed too many medications of the same or similar classes and too many medications, per set criteria. They will contact the county office, share their concerns and begin consultation to decrease reliance and use and provide behavioral support as a mechanism to safely reduce use of medications, when appropriate. Data from the initial year of service indicates activities in four distinct areas: 1) Presentations and group training services; 2) Behavioral services delivered to foster children and their respective foster parents; 3) Documents and guidelines that APMRT's Child Psychiatrist and Psychiatric Nurse developed for prescribers and caseworkers; and 4) Quantitative analysis of the psychotropic medication prescriptions based on data provided from the ten pilot counties. Quantitative information on the various areas is offered for each area of activity.

The scope of the work for the project for this reporting period included 15 training sessions beginning October 17, 2019 with targeted work being focused on Hillcrest Behavioral Health, an intensive residential facility. That work began in earnest on August 8, 2019 and included 12 training sessions which ended on February 18, 2020; providing direct training and support to employees, Direct staff, nurses and therapist. Training was also provided to over 150 juvenile court judges, county directors, Guardians ad Litem, attorneys and DHR State office staff. The Team also began providing training and support to our child protective services families.

### **Residential Direct Training**

The BCBA's trained the respective direct care staff members at Hillcrest to deliver best practice interventions. Although these behavioral approaches were not individualized, the interventions should attenuate some problem behavior from some residents. In turn, our expectation was that decreased problem behavior would result in decreased usage of psychotropic medication. To date, our outcomes are mixed; however, we will continue to explore strategies for working with inpatient facilities.

### **Training Video for Foster Parents and DHR Staff**

The team worked on 10 videos on basic behavior interventions for dealing with problem behavior and behavior deficiencies that the APMRT frequently observed in foster care settings from October 2019 to May 2020. The goal of these videos is to teach foster parents to address minor behavior problems without direct training from BCBA's. Thereafter, BCBA's time can be reserved for treating more difficult cases. Currently, there are 20 training videos available (many on the effects of different psychotropic medications that we recorded in the last two years), and 5 more videos are in the final stages of production. These videos will help extend the reach of the APMRT to other counties in Alabama. The team has been exploring various methods of disseminating these videos to foster parents and caseworkers across Alabama. As of May 2020, these videos have been viewed 1,007 times, and a total of 726 certificates with continuing education hours have been awarded, which equals 371 continuing education hours. These videos are available for viewing and continuing education units on the following website: <http://www.cla.auburn.edu/apmrt/>. The ILP does not currently have any data that addresses/measures performance.

### **Behavioral Services**

During the past year, members of the APMRT completed the following activities:

The APMRT provided behavioral services to 10 catchment counties, consisting of Montgomery, Elmore, Autauga, Macon, Bullock, Russell, Lee, Chilton, Jefferson, and Shelby. From October 1, 2020 to May 22, 2020, team BCBA's and ABA graduate students delivered direct behavioral services for 856 hours and 536 hours, respectively, for a total of 1,392 direct behavioral service hours. In addition, team BCBA's and ABA graduate students provided indirect services (e.g., writing individualized intervention programs, graphing results from intervention sessions) for another 1,556 hours and 829 hours, respectively, for a total of 2,385 indirect service hours. It is important to note that the team BCBA's and ABA graduate students provide their services in the homes of the foster children. Thus, collectively, they spent 638 hours traveling to client's homes and facilities over the past year.

### **Medication Review Services**

During the past year, the APMRT offered medication review services to all counties in the state of Alabama. These services aim to decrease the inappropriate use of psychiatric medications and influence prescriber behavior for Alabama foster youth. Over the last three years (2018-2020), the APMRT has observed an increase in the number of referrals being made each year, for total of 57 medication review referrals. The majority of medication review referrals that the APMRT has received are for clients who are placed at a residential treatment facility at the time of the referral. The average number of medications the client is taking at the time of the referral is 4.6, with a range of 0-16 medications. There will be additional work related to direct residential care services and pre-prescribing interventions in the next fiscal year.

### **Maintaining Services During COVID-19 Pandemic**

Beginning in March, 2020, the APMRT was faced with the challenge of serving Alabama foster youth while under a global pandemic. Members of the APMRT acted quickly to restructure our existing service delivery and continue to serve behavioral and medication review clients. a. Following the COVID-19 "Stay-Home" orders and the declaration of a national pandemic, APMRT BCBA's pushed out an email in mid-March 2020 to social workers, facilities and foster parents informing them of a temporary change in service delivery, and providing additional resources and links to APMRT developed trainings, activities and videos. Following the email, a sharp increase was observed in website and quiz traffic, as well as the rate of quizzes being taken per day.

## **2020-2024 CFSP – Alabama Disaster Plan**

Maintain a plan by which the Department can identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster.

1. Maintain a plan by which the Department can respond to new child welfare cases in areas adversely affected by a disaster and provide services in those cases.
2. Maintain communication with caseworkers and other essential child welfare personnel displaced because of a disaster.
3. Preserve essential program records, coordinate services, and share information with States.

The following are the methods whereby DHR will respond to disasters:

1. To identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster, DHR will implement these steps:
  - Identify the affected areas of the state. Designate a liaison from the local county office to be point of contact for inquiry by foster care providers who are displaced or adversely affected by disaster. The appointed liaison will conduct on site visits to determine if there are any displaced children or families.
  - The liaison will determine whether any staff members are affected by the disaster and which staff members may be available for making contact with providers (foster homes, shelters, group homes, residential facilities).
  - The liaison will maintain contact with local Emergency Management Agency and the ADHR State Mass Care/ESF-6 Coordinator on duty at the AEMA State Emergency Operations Center in Clanton, Alabama.
  - It is the liaison's responsibility to provide shelter staff with a contact should the following circumstances come to their attention:
    - a. children in the custody of State of Alabama
    - b. foster parent from State of Alabama
    - c. children in the custody of another state
    - d. foster parent from other state
    - e. any children without parent or legal guardian
    - f. any reports of child abuse and neglect related to children receiving shelter services
  - ADHR has been designated as the Emergency Support Function 6 (ESF-6) lead agency for the State of Alabama. The Director of Emergency Welfare Services/Safety (Field Administration) serves as the State Mass Care Coordinator.
2. To respond to new child welfare cases in areas adversely affected by a disaster and provide services in those cases, DHR will implement these steps.
  - When the appointed liaisons visit shelters established by Red Cross or State/Local Emergency Management Agency, they will assess whether there are any children and families needing child welfare services. The liaison (s) will be responsible for referring those children and families to appropriate services.
  - Because Alabama is a coastal state, the need to assess displaced children from other states in the region is recognized. Contact will be established with other states that may have been affected by the natural disaster.
3. To remain in communication with caseworkers and other essential child welfare personnel displaced because of a disaster, DHR will implement this step.
  - The Department recognizes that the effect the disaster has had upon Department staff must be assessed very soon after the disaster occurred. The staff liaison appoints someone to maintain contact with staff members and assess what services they may need. This includes assessing any stress reactions staff may have and obtaining help for them to work through their feelings. Staff who may have been personally affected by the disaster, but are working with the victims of the disaster, may have stress reactions and may need help to work through their feelings.

NOTE: The Minimum Standards for Foster Family Homes addresses a section on emergency plans which include emergency procedures.

4. To preserve essential program records, coordinate services, and share information with States, DHR has implemented.
  - Each county has a disaster recovery plan in place that addresses how they preserve the records. Disaster recovery plans are required to be updated once a year.

NOTE: The Alabama Emergency Management Agency has the overall responsibility for coordinating disaster preparedness activities in the state, while the Alabama Department of Public Health (ADPH) has the responsibility for emergency preparedness in the state that relates to medical and social services in the event of public health threats and emergencies. ADPH provides education to help people prevent disease and injury. ADPH works with businesses, voluntary organizations and individuals on preparedness and prevention activities. ADPH publishes a booklet on emergency preparedness and The ADPH Center for Emergency Preparedness maintains a web site <http://www.adph.org/CEP/>. The Center for Emergency Preparedness (CEP) coordinates Alabama's health, medical, and social services in the event of public health threats and emergencies. Under The state Emergency Operations Plan, Emergency Support Function (ESF) 8 includes all medical aspects of an emergency response.

ADPH is the lead agency in ESF 8 and the support agency for healthcare organizations that provide direct patient care in an emergency response. Each of the 8 public health areas has an Emergency Preparedness team devoted to preparedness planning. Team members include some combinations of the following roles:

- Emergency Preparedness Coordinator
- Disease Intervention Director
- Senior Environmentalist
- Surveillance Nurse
- Administrative Support Assistant
- Social Worker

It should also be noted that the "Shelter and Mass Care Support Strategy Plan" was signed by the Governor along with a number of representatives from State or County (governmental and non-governmental) agencies. This plan articulated the following vision, and established goals designed to achieve the stated vision: ***A statewide sheltering and mass care effort that engages all levels of government and the nonprofit and private sectors, so that when a disaster threatens or strikes the State of Alabama we collectively meet the sheltering needs of Alabama disaster victims and, as directed by the Governor, ADHR will assist evacuees of other states.***

Additionally, the Department of Human Resources maintains a "Continuity of Operations Plan", that provides an operational framework for state and county offices in terms of response preparedness in times of emergency or disaster. The ADHR COOP was revised in July 2015 and provided to AEMA.

### **Disaster Training Plan**

ADHR staff development and training plan for Disaster Preparedness and Response supports the goals and objectives of the Departments responsibility to disasters. The required online (LETS) training is delivered at no-cost to the Federal Government. Disaster training, education, and awareness occur through the following:

- All DHR employees annually complete a required training course -"Sheltering/Mass Care Operations and Emergency Duties for DHR Staff". This course requires each employee to also review the ADHR Emergency Welfare Services Disaster Response Plan. Due to the six major disaster declarations for Alabama since December 2015, the training has been updated annually.

- Supervisors and staff assigned to help American Red Cross (ARC) to manage Mass Care shelters are asked to complete the “no-cost” American Red Cross Shelter Fundamentals Course (online).
- ADHR County Directors may request a joint ADHR Emergency Welfare Services/American Red Cross disaster training. These trainings have been conducted as requested in DHR County offices since 2011.
- ADHR employees have the option of completing the following no-cost Federal Emergency Management Agency (Emergency Management Institute) online and classroom courses on mass care:
  - E0417: Mass Care/Emergency Assistance Shelter Field Guide Training
  - E0418: Mass Care/Emergency Assistance Planning and Operations
  - G0108: Community Mass Care and Emergency Assistance
  - 405: Overview of Mass Care/Emergency Assistance
  - 0806: Emergency Support Function (ESF) #6—Mass Care, Emergency Assistance, Housing, and Human Services
  - Including People with Disabilities and Others with Access and Functional Needs in Disaster Operations
  - Overview of the Emergency Food and Shelter National Board Program
  - IS0420: Implementing the Emergency Food and Shelter National Board Program
- ADHR’s role in disaster response is outlined in the State Emergency Operations Plan and applicable Executive Orders.
- The Alabama Shelter and Mass Care Support Strategy Plan (3-31-09) includes a listing of roles and responsibilities by agency. ADHR is the lead ESF 6 (Shelter and Mass Care) agency.
- As the ESF6 lead agency, ADHR coordinates with the American Red Cross, the primary sheltering agency in the United States, to provide sheltering.
- ADHR assists Alabama Department of Public Health (ESF8 lead agency) with Medical Needs Sheltering. ADPH conducted “Medical Needs Sheltering and Mass Care Shelter Training” throughout in several PHAs in 2016.
- ARC and FEMA conducted a site-based ESF6 course in Montgomery at the Alabama Department of Agriculture and Industries.
- All ESF6 support agencies, NGOs, and members of the Alabama Feeding Task Force/Multi-agency Feeding Plan attend the annual Shelter and Mass Care Task Force meeting and participate in Bi-Annual Mass Care Conference calls.
- ARC, ADPH, County DHR Directors, and County EMA Directors have signed local Mass Care Statement of Agreements. Only a few County EMA Directors have not agreed to sign a Mass Care SOA.
- Alabama DHR reviews the Disaster Plan on a yearly basis. The Disaster plan does not require any revisions at this time. The Departmental (LETS) Emergency Welfare Services training is updated annually and all employees complete the training annually.

**2015 Update:**

Per the Alabama Emergency Management Agency (Human Services Branch), Alabama had 1 Small Business Administration (SBA) declaration last year. The SBA declaration (Houston County, May 2015) resulted in \$455,200.00 being approved in low-interest loans for eligible homeowners, renters, businesses, private, and non-profit organizations.

FEMA Public Assistance Declaration: Alabama – Severe Storms, Tornadoes, Straight-line Winds, and Flooding (December 23-31, 2015), FEMA-4251-DR, *Declared January 21, 2016.*

On January 13, 2016, Governor Robert Bentley requested a major disaster declaration due to severe storms, tornadoes, straight-line winds, and flooding during the period of December 23-31, 2015. The Governor requested a declaration for Public Assistance for 39 counties and Hazard Mitigation statewide. During the period of January 6-13, 2016, joint federal, state, and local government Preliminary Damage Assessments (PDAs) were conducted in the requested counties and are summarized below. PDAs estimate damages immediately after an event and are considered, along with several other factors, in determining whether a disaster is of such severity and magnitude that effective response is beyond the capabilities of the state and the affected local governments, and that Federal assistance is necessary.

On January 21, 2016, President Obama declared that a major disaster exists in the State of Alabama. This declaration made Public Assistance requested by the Governor available to state and eligible local governments and certain private nonprofit organizations on a cost-sharing basis for emergency work and the repair or replacement of facilities damaged by the severe storms, tornadoes, straight-line winds, and flooding in Autauga, Barbour, Blount, Bullock, Butler, Chambers, Cherokee, Clay, Cleburne, Coffee, Colbert, Conecuh, Covington, Crenshaw, Cullman, Dale, DeKalb, Elmore, Escambia, Fayette, Franklin, Geneva, Henry, Houston, Jackson, Lamar, Lawrence, Lee, Lowndes, Macon, Marion, Marshall, Monroe, Perry, Pike, Russell, St. Clair, Walker, and Winston Counties.

**Survivor Recovery:**

Per AEMA, 16,113 damaged homes and properties have been inspected (99 percent of requests). 9 counties designated for Individual Assistance; 21 counties designated for Public Assistance (PA). Revised FEMA estimates of the total PA is \$42,098,074.55

No county DHR office implemented their ISD disaster plan in 2015, but several offices closed early or opened late due to hazardous road conditions caused by severe winter weather and DR4251 events. However, the State Emergency Operations Center was activated, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2015 event.

**2016 Update:**

**Per the Alabama Emergency Management Agency, Alabama had one FEMA Public Assistance Declaration in 2016.**

**On January 13, 2016, the Governor requested a major disaster declaration due to severe storms, tornadoes, straight-line winds, and flooding during the period of December 23-31, 2015. The Governor requested a declaration for Public Assistance for 39 counties and Hazard Mitigation statewide. During the period of January 6-13, 2016, joint federal, state, and local government Preliminary Damage Assessments (PDAs) were conducted in the requested counties and are summarized below. PDAs estimate damages immediately after an event and are considered, along with several other factors, in determining whether a disaster is of such severity and magnitude that effective response is beyond the capabilities of the state and the affected local governments, and that Federal assistance is necessary.**

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**This declaration also made Hazard Mitigation Grant Program assistance requested by the Governor available for hazard mitigation measures statewide.**

**Counties Affected: Autauga County, Barbour County, Blount County, Bullock County, Butler County, Chambers County, Cherokee County, Clay County, Cleburne County, Coffee County, Colbert County, Conecuh County, Covington County, Crenshaw County, Cullman County, Dale County, DeKalb County, Elmore County, Escambia County, Fayette County, Franklin County, Geneva County, Henry County, Houston County, Jackson County, Lamar County, Lawrence County, Lee County, Lowndes County, Macon County, Marion County, Marshall County, Monroe County, Perry County, Pike County, Russell County, St. Clair County, Walker County and Winston County.**

**Total Loan Amount: \$42,357,990.69**

Per AEMA Human Services Branch Director Alicia Reed, Alabama did not have any FEMA IA (Individual Assistance) Declarations last year, but had two types of SBA Declarations:

**2016 SBA Agency Declarations**

**Event: Severe Storms & Flooding Event on Dec 23 – 31, 2015**

**Declaration Date: January 15, 2016**

**Counties Affected: Primary Counties – Coffee, Jefferson, Montgomery, and Morgan; Contiguous Counties – Autauga, Bibb, Blount, Bullock, Covington, Crenshaw, Cullman, Dale, Elmore, Geneva, Lawrence, Limestone, Lowndes, Macon, Madison, Marshall, Pike, St Clair, Shelby, Tuscaloosa, and Walker**

**Total Loan Amount: \$3,118,200.00**

**Event: Severe Storm System, Strong Winds, & Tornado on Feb 2 – 3, 2016**

**Declaration Date: February 18, 2016**

**Counties Affected: Primary County – Pickens; Contiguous AL Counties – Fayette, Greene, Lamar, Sumter, and Tuscaloosa; Contiguous MS Counties – Lowndes and Noxubee**

**Total Loan Amount: \$296,400.00**

**Event: Severe Storms w/Wind & Flooding on November 29 – 30, 2016**

**Declaration Date: December 14, 2016**

**Counties Affected: Primary County – Jackson; Contiguous Counties – DeKalb, Madison and Marshall**

**Total Loan Amount: \$545,400.00**

**Overall Total: \$3,960,000.00**

**2. 2016 Drought-Related (USDA) SBA Declarations-**

**(Per AEMA, Alabama had 18 of these declarations.**

**SBA declarations authorize low-interest loans for eligible homeowners, renters, businesses, private, and non-profit organizations.**

**No county DHR office implemented their ISD disaster plan in 2016, but several offices closed early or opened late due to hazardous road conditions caused by severe winter weather and DR4251 events. However, the State Emergency Operations Center and AEMA Division Offices were activated, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no reported foster family homes that were seriously damaged or foster children displaced during the declared events.**

### **2017 Update:**

Per the Alabama Emergency Management Agency - Human Services Branch, Alabama had one Small Business Administration (SBA) declaration in 2017. The SBA declaration (Jefferson County) resulted in \$466,700 (Homes: \$371,900.00/Businesses: \$94,800.00) being approved in low-interest loans for the recovery effort.

The unusually active 2017 hurricane season saw Hurricane Nate striking the northern Gulf Coast on October 7-8. Hurricane Nate made two landfalls as a Category 1 hurricane, first in southeast Louisiana and then near Biloxi, Mississippi. The storm then tracked inland, spawning several tornadoes and causing tree damage, structural damage, and power outages across Alabama. (Ref: Haggerty Consulting)

On November 16, 2017, President Trump declared that a major disaster exists in the State of Alabama. Per the AEMA Hazard Mitigation Officer, Alabama received mitigation funding after Hurricane Nate impacted the state.

Public Assistance (PA) for 2017 (Provided by AEMA Public Assistance Section):

- Hurricane Irma (EM-3389) - On September 11, 2017, federal emergency aid was made available to the State of Alabama (all 67 counties and the Poarch Band of Creek Indians) to supplement state, tribal, and local response efforts due to the emergency conditions in the area affected by Hurricane Irma beginning on September 8, 2017, and continuing. Specifically, FEMA is authorized to identify, mobilize, and provide at its discretion, equipment and resources necessary to alleviate the impacts of the emergency. Emergency protective measures (Public Assistance Category B), including direct federal assistance, will be provided at 75 percent federal funding. Total federal assistance awarded: \$561,059
- Hurricane Nate (DR-4349) – On November 16, 2017, President Donald Trump approved Governor Kay Ivey’s request for a Presidential Emergency Declaration for the State of Alabama. The following areas of the State of Alabama have been designated as adversely affected by this major disaster: Baldwin, Choctaw, Clarke, Mobile, and Washington Counties for all categories of Public Assistance. Autauga, Dallas, and Macon Counties for emergency protective measures (Category B) under the Public Assistance program.
- Total federal assistance awarded: TBD (processing applications)

### **Survivor Recovery:**

Per ADHR Information Services Division, no county DHR offices implemented their ISD disaster plan in 2017. However, several offices closed early or opened late due to hazardous road conditions caused by severe weather events. The State Emergency Operations Center was activated and ADHR staff deployed to AEMA Division Offices and the SEOC, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2017 events.

## **2018 Update:**

Per the Alabama Emergency Management Agency, Human Services Branch, two major events impacted Alabama in 2018.

### **4362-DR-AL**

On March 19, 2018, severe storms and tornadoes impacted Calhoun, Cullman and Etowah counties. They received Individual and Public Assistance declarations from the Federal Emergency Management Agency (FEMA). There were 264 Individual Assistance applications approved and a total of \$762,692.38 approved for the Individual & Households Program. The total for Public Assistance grants is \$38,451,095.81 with projects still pending completion.

### **4406-DR-AL**

On October 10, 2018, Hurricane Michael impacted four southern counties in Alabama Mobile, Geneva, Houston, and Henry. The total for Public Assistance grants \$945,169.37. There was no Individual Assistance declaration in Alabama for Hurricane Michael.

## **Survivor Recovery:**

Per ADHR Information Services Division, no county DHR offices implemented their ISD disaster plan in 2018. However, several offices closed early or opened late due to hazardous road conditions caused by severe weather events. The State Emergency Operations Center (SEOC) was activated and ADHR staff deployed to AEMA Division Offices, County EOCs and the SEOC, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2018 events.

## **2019 Update:**

Per the Alabama Emergency Management Agency, Human Services Branch, two major events impacted Alabama in 2019.

### **2019 Presidentially Declared Events for Alabama**

Alabama Severe Storms, Straight-line Winds, Tornadoes, And Flooding (DR-4426)

- Incident Period: February 19, 2019 - March 20, 2019/Major Disaster Declaration declared on April 17, 2019
- Total Public Assistance Grants: Dollars Obligated: \$4,575,139.14
- Designated Counties: Colbert, Franklin, Marion, Winston, Lamar, Morgan, Madison, Jackson, DeKalb, Cherokee, Blount, Greene

Alabama Severe Storms, Straight-line Winds, And Tornadoes (DR-4419)

- Incident Period: March 03, 2019/Major Disaster Declaration declared on March 05, 2019
- Individual Assistance Applications: Approved: 136
- Total Individual & Households Program: Dollars Approved: \$1,296,821.78
- Total Public Assistance Grants: Dollars Obligated: \$3,689,283.38
- Designated Counties (Individual Assistance): Lee

### **Survivor Recovery:**

Per ADHR Information Services Division, no county DHR offices implemented their ISD Disaster Plan in 2019. However, several offices closed early or opened late due to hazardous road conditions caused by severe weather events. The State Emergency Operations Center (SEOC) was activated and ADHR staff deployed to AEMA Division Offices, County EOCs, FEMA Joint Field Office (Lee County, DR-4419), and the SEOC; the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2019 events.

### **Coronavirus (COVID-19)**

On March 13, 2020, the Governor of Alabama declared a State of Emergency due to Coronavirus (COVID-19). Since that time, the Department has continued to ensure the safety and well-being of each individual employee. Because the safety of the employees is of the utmost concern, the department has implemented telework, flexible work schedules and other techniques for accompanying necessary functions.

For employees working in the office; the following is in effect:

- \* employees should practice social distancing – maintain a distance of six feet or more;
- \* wash hands regularly;
- \* use hand sanitizers regularly;
- \* wear a mask on voluntary bases;
- \* avoid touching nose, mouth and eyes;
- \* stay home if any symptoms of illness, like fever or cough are present; and
- \* be diligent about the workplace sanitation and pay close attention to cleaning surfaces.

As additional precautionary measures, it is important for employees not to use other individual's cell phones, work phones, computers, etc.

### **Given the COVID pandemic, what protocol changes, if any, affected foster youth and foster homes:**

At the beginning of the pandemic, we advised our ILP supervised independent partners/providers to suspend collecting whatever portion of the rent that was required for our young people, as most of them lost job or were given decreased work hours during the crisis. If young people were living independently in placements supervised by the workers, they too were given rental relief. Eligible former foster youth statewide who needed financial assistance related to food and shelter were provided such on a case by case basis. Information regarding financial and supportive services was shared via email and on all of our social media platforms. FYI applications and assistance was provided to eligible young people. No training activities were added.

### **NOTE:**

See also the following documents, which though related to Disaster Planning, can be found in the document entitled, Alabama 2021 APSR – Addendum 2:

- Governor Ivey's, "Safer at Home Order"
- Red Cross Plan for Shelter and Feeding